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NEGOTIATED WORKING CONDITIONS

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Province of British Columbia
Ministry of Labour and Consumer Services
POLICY AND LEGISLATION

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INTRODUCTION

This edition of Negotiated Working Conditions is the seventeenth in the series providing current information on the content of major collective agreements (excluding wage rates) covering workers in British Columbia.

For this survey the sample of collective agreements included consisted of a selection of major contracts covering 100 or more employees. This year's survey included 176 agreements which cover an estimated 247,676 employees in the province.

This year Negotiated Working Conditions provides information on 165 clauses in collective agreements. The 165 clauses are analyzed by 12 major industry divisions and 18 sub-industry breakdowns. However, due to space limitations, this publication contains only the breakdown for the 7 major industry divisions which are listed below:

1. **Mining**
2. **Manufacturing**
3. **Construction**
4. **Transportation, Communication and Other Utilities**
5. **Trade and Finance, Insurance and Real Estate**
6. **Community, Business and Personal Services**
7. **Public Administration**

A public sector/private sector breakdown and an all industry classification is also included.

The table of contents provides the standard format used throughout this publication for organizing the survey results in the various industry divisions. The Appendix contains a listing of all the agreements included in this year's survey by industry and sector.

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MAJOR HIGHLIGHTS

1. **Union Security:**

   - The modified union shop (i.e. compulsory membership for new employees) is the most common form of union security clause covering nearly one-half (48.7%) of all employees covered in our analysis. The union shop (24.8%) and the closed shop (9.8%) are the next most prevalent forms of union security provisions.

   - There are some significant differences between industries. The most notable differences are in the construction industry where a large majority of employees are covered by closed shop clauses and in the mining, trade and finance, insurance and real estate industries where the majority of employees are covered by union shop provisions.

2. **Contracting Out:**

   - Continued union concern over the issue of contracting out is evidenced by the fact that most agreements, covering about three quarters of all the employees surveyed, contained a clause directed at limiting or restricting contracting out.

   - The contracting out clause is relatively more prevalent in public administration, construction and manufacturing industries.

3. **Layoff Practices:**

   - Seniority tends to be a dominant factor in determining those to be affected by layoff. For one-half (54.3%) of employees covered by agreements included in our survey this year, the basic principle was that seniority governs where qualifications are sufficient to do the job. Less common are straight seniority (affecting 7.8% of employees), and the principle of seniority governing where qualifications are equal (6.3% of employees affected).

- Four out of ten employees (40.1%) would retain their seniority rights for a twelve month period after layoff, while for an additional one-quarter (23.7%) seniority retention is graduated by length of service.

4. Technological Change

- Of all the employees covered by agrements included in this analysis about one out of two (55.8%) were covered by contracts which provided for labour-management consultations in relation to technological change. In addition, over two-thirds (69.5%) were covered by advance notice provisions.

5. Hours of Work:

- The 8 hour day remains the norm for nearly one-half of non office employees included in our survey (45.4%) while the 7-1/2 hour day was the rule for close to an additional one in three employees (31.0%).
- For office employees, the 7 hour day is most common (61.6% of total office employees). A total of 92.5% of office employees work 7-1/2 hours or less, while an additional 4.6% had flexible hours (totals not defined in the contract).

6. Overtime:

- With respect to overtime requirements, our results this year showed that 38.1% of the employees covered by agreements in our analysis are receiving time and one-half for the first two hours, followed by double time. A further 23.2% received time and one-half for the first three hours, followed by double time.

7. **Paid Holidays (Statutory and Floating):**

- Our analysis shows that approximately three-quarters (73.8%) of employees received eleven paid holidays per year while a further 11.2% received twelve paid holidays and 8.3% received fourteen days.

8. **Paid Vacation:**

- Although nearly one in five employees (18.0%) covered by collective agreements included in our survey had a minimum vacation period which was greater than three weeks, for the majority two years of service with the employer (42.5% of all employees), or one year of service (for 19.7% of employees) was required for the three week paid vacation entitlement.
- Maximum annual vacation entitlement was five, six, or seven weeks per year for the majority (two-thirds) of employees covered.

PART I: a
INDUSTRIAL COMPOSITE

(176 agreements covering 247,676 employees)

INDUSTRIAL COMPOSITE

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 SINGLE LOCAL - SINGLE EMPLOYER	122	69.3	71996	29.1
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	35	19.9	72733	29.4
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	4	2.3	50896	20.5
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	12	6.8	50275	20.3
4 MULTI-UNION AND SINGLE EMPLOYER	3	1.7	1776	0.7
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	176	100.0	247676	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	50	28.4	6960	2.8
2 200 - 499 EMPLOYEES	59	33.5	18641	7.5
3 500 - 999 EMPLOYEES	27	15.3	18370	7.4
4 1000 - 4999 EMPLOYEES	31	17.6	71351	28.8
5 5000 - 9,999 EMPLOYEES	4	2.3	25800	10.4
6 10,000 OR MORE EMPLOYEES	5	2.8	106554	43.0
TOTAL	176	100.0	247676	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 PROVINCIAL	163	92.6	226636	91.5
1 FEDERAL	13	7.4	21040	8.5
TOTAL	176	100.0	247676	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 PRIVATE	113	64.2	131475	53.1
1 PUBLIC	63	35.8	116201	46.9
TOTAL	176	100.0	247676	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 1 YEAR	9	5.1	10259	4.1
1 MORE THAN 1 YEAR, LESS THAN 2	3	1.7	930	0.4
2 2 YEARS	84	47.7	94662	38.2
3 MORE THAN 2 YEARS, LESS THAN 3	7	4.0	43595	17.6
4 3 YEARS	61	34.7	77918	31.5
5 MORE THAN 3 YEARS	12	6.8	20312	8.2
6 OTHER	-	-	-	-
TOTAL	176	100.0	247676	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 2ND HALF OF 1986	1	0.6	587	0.2
1 1ST HALF OF 1987	7	4.0	1400	0.6
2 2ND HALF OF 1987	34	19.3	22417	9.1
3 1ST HALF OF 1988	47	26.7	71518	28.9
4 2ND HALF OF 1988	42	23.9	21861	8.8
5 1ST HALF OF 1989	26	14.8	62385	25.2
6 2ND HALF OF 1989	12	6.8	62376	25.2
7 LATER THAN 1989	7	4.0	5132	2.1
TOTAL	176	100.0	247676	100.0

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 EAST AND WEST KOOTENAYS	8	4.5	5991	2.4
1 OKANAGAN	7	4.0	2654	1.1
2 SOUTHERN INTERIOR	1	0.6	1173	0.5
3 LOWER COAST AND LOWER MAINLAND	76	43.2	28492	11.5
4 VANCOUVER ISLAND	19	10.8	5183	2.1
5 CENTRAL INTERIOR	8	4.5	5717	2.3
6 PEACE RIVER	1	0.6	1071	0.4
7 NORTH WEST	7	4.0	2883	1.2
8 TWO OR MORE REGIONS	47	26.7	193524	78.1
9 INTER-PROVINCIAL	2	1.1	988	0.4
TOTAL	176	100.0	247676	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	33	18.8	59655	24.1
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	80	45.5	114744	46.3
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	36	20.5	56307	22.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	26	14.8	15949	6.4
4 OTHER	1	0.6	1021	0.4
TOTAL	176	100.0	247676	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	59	33.5	66642	26.9
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	22	12.5	24376	9.8
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	44	25.0	96022	38.8
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	4	2.3	6650	2.7
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	16	9.1	23435	9.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	5	2.8	10687	4.3
6 OTHER	26	14.8	19864	8.0
TOTAL	176	100.0	247676	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	4.0	22389	9.0
1 CLOSED SHOP	14	8.0	24151	9.8
2 UNION SHOP	85	48.3	61298	24.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	52	29.5	120606	48.7
4 MAINTENANCE OF MEMBERSHIP	12	6.8	6343	2.6
5 RAND FORMULA	5	2.8	1889	0.8
6 OTHER	1	0.6	11000	4.4
TOTAL	176	100.0	247676	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	3.4	18044	7.3
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	93	52.8	72686	29.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	51	29.0	104134	42.0
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	12	6.8	25620	10.3
5 COMPULSORY FOR UNION MEMEBERS ONLY	9	5.1	25828	10.4
6 OTHER	5	2.8	1364	0.6
TOTAL	176	100.0	247676	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	70	39.8	97744	39.5
1 CROSS PICKET LINES	75	42.6	129936	52.5
2 HOT CARGOES	2	1.1	250	0.1
3 NON-UNION WORKERS	2	1.1	2630	1.1
4 COMBINATION OF 1, 2, AND/OR 3	25	14.2	15976	6.5
5 OTHER	2	1.1	1140	0.5
TOTAL	176	100.0	247676	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	9.7	47743	19.3
1 UNION HIRING HALL	2	1.1	1130	0.5
2 EMPLOYER (PLANT, BARGAINING UNIT)	100	56.8	64557	26.1
3 DEPARTMENT (BRANCH, DIVISION)	5	2.8	10001	4.0
4 CRAFT (OCCUPATION)	1	0.6	115	0.0
5 EMPLOYER AND DEPARTMENT	20	11.4	45406	18.3
6 EMPLOYER AND CRAFT	11	6.3	6344	2.6
7 COMBINATION OF THE ABOVE	13	7.4	64331	26.0
8 OTHER	7	4.0	8049	3.2
TOTAL	176	100.0	247676	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	10.8	30206	12.2
1 ONE CALENDAR MONTH	14	8.0	19635	7.9
2 TWO CALENDAR MONTHS	7	4.0	5663	2.3
3 THREE CALENDAR MONTHS	36	20.5	52859	21.3
4 SIX CALENDAR MONTHS	15	8.5	48196	19.5
5 THIRTY WORKING DAYS	15	8.5	33727	13.6
6 FORTY-FIVE WORKING DAYS	7	4.0	1808	0.7
7 SIXTY WORKING DAYS	8	4.5	4799	1.9
8 240 WORKING DAYS	-	-	-	-
9 OTHER	55	31.3	50783	20.5
TOTAL	176	100.0	247676	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	14.2	56995	23.0
1 STRAIGHT SENIORITY	4	2.3	13731	5.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	72	40.9	55799	22.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	53	30.1	48308	19.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	19	10.8	71487	28.9
5 OTHER	3	1.7	1356	0.5
TOTAL	176	100.0	247676	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	8.0	25842	10.4
1 STRAIGHT SENIORITY	27	15.3	19215	7.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	95	54.0	134535	54.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	23	13.1	15616	6.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	9	5.1	7561	3.1
5 OTHER	8	4.5	44907	18.1
TOTAL	176	100.0	247676	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	44	25.0	76789	31.0
1	LESS THAN 24 HOURS	11	6.3	17620	7.1
2	24 HOURS TO 48 HOURS	15	8.5	7339	3.0
3	72 HOURS	3	1.7	869	0.4
4	ONE WEEK	1	0.6	250	0.1
5	TWO WEEKS	17	9.7	5180	2.1
6	ONE MONTH	19	10.8	7523	3.0
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	32	18.2	42221	17.0
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	1.1	865	0.3
9	OTHER	32	18.2	89020	35.9
	TOTAL	176	100.0	247676	100.0

FIELD 3-06 RECALL PROCEDURE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	23	13.1	43745	17.7
1	STRAIGHT SENIORITY	24	13.6	15060	6.1
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	108	61.4	132777	53.6
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	10	5.7	4244	1.7
4	SENIORITY CONSIDERED WITH OTHER FACTORS	4	2.3	4190	1.7
5	UNION HIRING HALL REFERRAL	1	0.6	400	0.2
6	OTHER	6	3.4	47260	19.1
	TOTAL	176	100.0	247676	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	36	20.5	36183	14.6
1	FAILURE TO REPORT WHEN NOTIFIED	17	9.7	24188	9.8
2	AFTER A SPECIFIED PERIOD OFF WORK	9	5.1	6504	2.6
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	114	64.8	180801	73.0
	TOTAL	176	100.0	247676	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	24	13.6	31511	12.7
1	LESS THAN SIX MONTHS	3	1.7	3400	1.4
2	SIX MONTHS	15	8.5	16825	6.8
3	SEVEN TO TWELVE MONTHS	3	1.7	1314	0.5
4	TWELVE MONTHS	53	30.1	99257	40.1
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	22	12.5	15883	6.4
6	MORE THAN TWENTY-FOUR MONTHS	2	1.1	1171	0.5
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	42	23.9	58736	23.7
8	NOT SPECIFIED OR INDEFINITE	9	5.1	18330	7.4
9	SENIORITY LOST ON LAYOFF	1	0.6	169	0.1
10	OTHER	2	1.1	1080	0.4
	TOTAL	176	100.0	247676	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	105	59.7	147270	59.5
1	UP TO 1 YEAR	10	5.7	27124	11.0
2	12 - 24 MONTHS	16	9.1	4147	1.7
3	MORE THAN 24 MONTHS	8	4.5	6632	2.7
4	VARIES BY TYPE OF INCAPACITATION	4	2.3	3132	1.3
5	OTHER	33	18.8	59371	24.0
	TOTAL	176	100.0	247676	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	92	52.3	140859	56.9
1 SENIORITY LOST ON TRANSFER	4	2.3	1720	0.7
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	42	23.9	38884	15.7
3 SENIORITY RETAINED INDEFINITELY	28	15.9	57980	23.4
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	0.6	400	0.2
5 OTHER	9	5.1	7833	3.2
TOTAL	176	100.0	247676	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	158	89.8	225370	91.0
1 FOR UNION OFFICIALS	8	4.5	6863	2.8
2 SPECIAL SKILLS, APPRENTICES	8	4.5	14807	6.0
3 COMBINATION OF ALTERNATIVES	2	1.1	636	0.3
4 OTHER	-	-	-	-
TOTAL	176	100.0	247676	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	44	25.0	65916	26.6
1 PROVISION	132	75.0	181760	73.4
TOTAL	176	100.0	247676	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	116	65.9	176045	71.1
1 OLDER WORKERS	3	1.7	2200	0.9
2 DISABLED WORKERS	28	15.9	52995	21.4
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	29	16.5	16436	6.6
TOTAL	176	100.0	247676	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	158	89.8	237503	95.9
1 PROVISION	18	10.2	10173	4.1
TOTAL	176	100.0	247676	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	38	21.6	45923	18.5
1 APPRENTICESHIP	38	21.6	59434	24.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	14	8.0	9164	3.7
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	7	4.0	19121	7.7
4 1 AND 2	12	6.8	8188	3.3
5 1 AND 3	5	2.8	19027	7.7
6 2 AND 3	10	5.7	6334	2.6
7 1, 2 AND 3	23	13.1	59656	24.1
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	6	3.4	2540	1.0
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	2	1.1	610	0.2
10 OTHER	21	11.9	17679	7.1
TOTAL	176	100.0	247676	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	123	69.9	167486	67.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	5	2.8	6350	2.6
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	0.6	9000	3.6
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	3	1.7	585	0.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	6	3.4	2332	0.9
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	8	4.5	4680	1.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	30	17.0	57243	23.1
TOTAL	176	100.0	247676	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

0 NO PROVISION	153	86.9	236634	95.5
1 REDUCTION IN NORMAL HOURS OF WORK	11	6.3	4140	1.7
2 CHANGE IN TYPE OF WORK	7	4.0	5104	2.1
3 COMBINATION OF 1 AND 2	2	1.1	925	0.4
4 OTHER	3	1.7	873	0.4
TOTAL	176	100.0	247676	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	63	35.8	91815	37.1
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	96	54.5	97848	39.5
3 RATE OF TEMPORARY JOB	3	1.7	5132	2.1
4 OTHER	14	8.0	52881	21.4
TOTAL	176	100.0	247676	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	143	81.3	234757	94.8
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	11	6.3	7529	3.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	10	5.7	2472	1.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.6	180	0.1
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	3	1.7	518	0.2
5 OTHER	8	4.5	2220	0.9
TOTAL	176	100.0	247676	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	142	80.7	226803	91.6
1 PROHIBITED	11	6.3	14041	5.7
2 PERMITTED - WITH RESTRICTIONS	18	10.2	5412	2.2
3 PERMITTED - WITHOUT RESTRICTIONS	1	0.6	130	0.1
4 OTHER	4	2.3	1290	0.5
TOTAL	176	100.0	247676	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	64	36.4	57606	23.3
1 UNION-MANAGEMENT CONSULTATION ONLY	27	15.3	47679	19.3
2 ARBITRATION IF CONSULTATION FAILS	82	46.6	123061	49.7
3 OTHER	3	1.7	19330	7.8
TOTAL	176	100.0	247676	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	50	28.4	75605	30.5
1 LESS THAN THREE MONTHS	26	14.8	80215	32.4
2 THREE MONTHS	45	25.6	20301	8.2
3 SIX MONTHS	24	13.6	47628	19.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	21	11.9	14719	5.9
6 OTHER	10	5.7	9208	3.7
TOTAL	176	100.0	247676	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	89	50.6	109538	44.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	35	19.9	95852	38.7
2 CONSULTATION - DETAILS UNSPECIFIED	46	26.1	22646	9.1
3 OTHER	6	3.4	19640	7.9
TOTAL	176	100.0	247676	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	122	69.3	156266	63.1
1 PROVISION	54	30.7	91410	36.9
TOTAL	176	100.0	247676	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	57	32.4	56995	23.0
1 STRAIGHT LAYOFF	8	4.5	18461	7.5
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	68	38.6	103862	41.9
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	2	1.1	4631	1.9
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	7	4.0	5788	2.3
5 COMBINATION	22	12.5	48873	19.7
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	2	1.1	740	0.3
7 OTHER	10	5.7	8326	3.4
TOTAL	176	100.0	247676	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	108	61.4	145631	58.8
1 LESS THAN ONE YEAR	8	4.5	3954	1.6
2 ONE YEAR	37	21.0	62945	25.4
3 TWO YEARS	6	3.4	2611	1.1
4 THREE YEARS	4	2.3	3425	1.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	6	3.4	3985	1.6
7 TEN YEARS	5	2.8	24621	9.9
8 OTHER	2	1.1	504	0.2
TOTAL	176	100.0	247676	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	81	46.0	104511	42.2
1 ONE WEEK'S PAY PER YEAR OF SERVICE	41	23.3	57162	23.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	8	4.5	3441	1.4
3 VARIES ACCORDING TO LENGTH OF SERVICE	31	17.6	53460	21.6
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	1	0.6	169	0.1
5 OTHER	14	8.0	28933	11.7
TOTAL	176	100.0	247676	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	98	55.7	110387	44.6
1 LESS THAN 20 WEEKS' PAY	17	9.7	8409	3.4
2 20 - 25 WEEKS' PAY	6	3.4	25549	10.3
3 26 - 29 WEEKS' PAY	18	10.2	46273	18.7
4 30 - 51 WEEKS' PAY	14	8.0	42481	17.2
5 52 WEEK'S PAY OR MORE	4	2.3	2659	1.1
6 NO MAXIMUM	14	8.0	8881	3.6
7 OTHER	5	2.8	3037	1.2
TOTAL	176	100.0	247676	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	132	75.0	110312	44.5
1 LESS THAN THREE MONTHS	17	9.7	30647	12.4
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	4	2.3	2036	0.8
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	5	2.8	2769	1.1
4 MENTIONED, NOT SPECIFIED	3	1.7	42889	17.3
5 BY LENGTH OF SERVICE	9	5.1	5873	2.4
6 OTHER	6	3.4	53150	21.5
TOTAL	176	100.0	247676	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	64	36.4	69556	28.1
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	45	25.6	57067	23.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	7	4.0	18551	7.5
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	5	2.8	6740	2.7
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	51	29.0	92695	37.4
6 OTHER	4	2.3	3067	1.2
TOTAL	176	100.0	247676	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	86	48.9	95053	38.4
1 COMPANY PROGRAM	33	18.8	68634	27.7
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	1	0.6	500	0.2
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	17	9.7	50164	20.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	37	21.0	30575	12.3
5 OTHER	2	1.1	2750	1.1
TOTAL	176	100.0	247676	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	172	97.7	208444	84.2
1 PROVISION	4	2.3	39232	15.8
TOTAL	176	100.0	247676	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	167	94.9	190473	76.9
1 EMPLOYER PAYS FULL COST	6	3.4	56183	22.7
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	1	0.6	120	0.0
5 OTHER	2	1.1	900	0.4
TOTAL	176	100.0	247676	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	20	11.4	11597	4.7
1 WAGE ADJUSTMENT EVERY SIX MONTHS	5	2.8	615	0.2
2 WAGE ADJUSTMENT YEARLY	101	57.4	110087	44.4
3 IRREGULARLY SCHEDULED WAGE INCREASES	39	22.2	110945	44.8
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	11	6.3	14432	5.8
TOTAL	176	100.0	247676	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	160	90.9	219162	88.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	0.6	187	0.1
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	9	5.1	21617	8.7
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	6	3.4	6710	2.7
TOTAL	176	100.0	247676	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	68	38.6	69458	28.0
1 SEVERANCE PAY PLAN	101	57.4	173884	70.2
2 LAYOFF BENEFITS PLAN	3	1.7	1750	0.7
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	2	1.1	1208	0.5
5 OTHER	2	1.1	1376	0.6
TOTAL	176	100.0	247676	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	171	97.2	241676	97.6
1 PROVISION	5	2.8	6000	2.4
TOTAL	176	100.0	247676	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	98	55.7	104230	42.1
1 LESS THAN ONE YEAR	14	8.0	20866	8.4
2 ONE YEAR	35	19.9	70276	28.4
3 TWO YEARS	5	2.8	2361	1.0
4 THREE YEARS	1	0.6	300	0.1
5 FIVE YEARS	3	1.7	1322	0.5
6 TEN YEARS	12	6.8	46222	18.7
7 OTHER	8	4.5	2099	0.8
TOTAL	176	100.0	247676	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	69	39.2	70566	28.5
1 ONE DAY'S PAY PER YEAR OF SERVICE	3	1.7	5320	2.1
2 ONE WEEK'S PAY PER YEAR OF SERVICE	27	15.3	51038	20.6
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	9	5.1	3965	1.6
4 VARIES ACCORDING TO LENGTH OF SERVICE	48	27.3	61958	25.0
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	20	11.4	54829	22.1
TOTAL	176	100.0	247676	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	92	52.3	99676	40.2
1 LESS THAN 20 WEEKS' PAY	24	13.6	11240	4.5
2 20 WEEKS' PAY	10	5.7	48460	19.6
3 21 - 25 WEEKS' PAY	1	0.6	156	0.1
4 26 - 29 WEEKS' PAY	15	8.5	47389	19.1
5 30 - 52 WEEKS' PAY	7	4.0	14084	5.7
6 NO MAXIMUM	18	10.2	22234	9.0
7 OTHER	9	5.1	4437	1.8
TOTAL	176	100.0	247676	100.0

FIELD 6-08 COLA

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	148	84.1	193907	78.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	26	14.8	14039	5.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	2	1.1	39730	16.0
TOTAL	176	100.0	247676	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	148	84.1	193907	78.3
1 AUTOMATIC MONTHLY ADJUSTMENT	6	3.4	1107	0.4
2 AUTOMATIC QUARTERLY ADJUSTMENT	4	2.3	924	0.4
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	0.6	1056	0.4
4 AUTOMATIC ANNUAL ADJUSTMENT	6	3.4	3343	1.3
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	4	2.3	3565	1.4
7 REVIEW AT IRREGULAR INTERVALS	3	1.7	3244	1.3
8 CANNOT DETERMINE	2	1.1	1588	0.6
9 OTHER	2	1.1	38942	15.7
TOTAL	176	100.0	247676	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			27188	13.0
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			65102	31.0
5 7 3/4 HOURS			2288	1.1
6 EIGHT HOURS			95176	45.4
7 MORE THAN EIGHT HOURS			1439	0.7
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			18640	8.9
TOTAL			209833	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			23296	61.6
3 7 1/4 HOURS			2361	6.2
4 7 1/2 HOURS			9365	24.7
5 7 3/4 HOURS			20	0.1
6 EIGHT HOURS			596	1.6
7 MORE THAN EIGHT HOURS			110	0.3
8 FLEXIBLE WORK HOURS			345	0.9
9 OTHER			1750	4.6
TOTAL			37843	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			450	0.2
1 THREE DAYS			-	-
2 FOUR DAYS			6114	2.9
3 FIVE DAYS			150272	71.6
4 VARIES BY SEASON, LOCATION, ETC.			4500	2.1
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			15976	7.6
7 OTHER			32521	15.5
TOTAL			209833	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			450	1.2
1 THREE DAYS			-	-
2 FOUR DAYS			110	0.3
3 FIVE DAYS			32762	86.6
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			4521	11.9
TOTAL			37843	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			700	0.3
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			29767	14.2
3 37 1/2 HOURS			63146	30.1
4 40 HOURS			95053	45.3
5 MORE THAN 40 HOURS			-	-
6 OTHER			21167	10.1
TOTAL			209833	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			23246	61.4
3 37 1/2 HOURS			9365	24.7
4 40 HOURS			811	2.1
5 MORE THAN 40 HOURS			-	-
6 OTHER			4421	11.7
TOTAL			37843	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	8	4.5	5603	2.3
1 TWO DAYS (CONSECUTIVE)	143	81.3	169300	68.4
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	1	0.6	110	0.0
4 THREE DAYS (NOT CONSECUTIVE)	1	0.6	259	0.1
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	10	5.7	51883	20.9
7 OTHER	13	7.4	20521	8.3
TOTAL	176	100.0	247676	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	128	72.7	206688	83.5
1 THREE HOURS' PAY	2	1.1	3074	1.2
2 FOUR HOURS' PAY	28	15.9	23719	9.6
3 FULL SHIFT'S PAY	8	4.5	5576	2.3
4 OTHER	10	5.7	8619	3.5
TOTAL	176	100.0	247676	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	155	88.1	238188	96.2
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	0.6	374	0.2
2 FULL SHIFT'S PAY	11	6.3	5506	2.2
3 OTHER	9	5.1	3608	1.5
TOTAL	176	100.0	247676	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	34	19.3	39331	15.9
1 TWO FOR A TOTAL OF 20 MINUTES	55	31.3	71401	28.8
2 TWO FOR A TOTAL OF 30 MINUTES	71	40.3	101505	41.0
3 TWO FOR A TOTAL OF 40 MINUTES	2	1.1	500	0.2
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	1.7	527	0.2
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	5	2.8	7003	2.8
6 OTHER	6	3.4	27409	11.1
TOTAL	176	100.0	247676	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	80	45.5	95095	38.4
1 LESS THAN ONE DAY (24 HOURS)	15	8.5	18085	7.3
2 ONE DAY (24 HOURS)	24	13.6	17214	7.0
3 MORE THAN ONE DAY LESS THAN THREE	22	12.5	53273	21.5
4 THREE DAYS TO LESS THAN SEVEN	10	5.7	7833	3.2
5 SEVEN TO FOURTEEN DAYS	7	4.0	44914	18.1
6 MORE THAN FOURTEEN DAYS	2	1.1	380	0.2
7 NOTICE MENTIONED BUT NOT SPECIFIED	3	1.7	5021	2.0
8 OTHER	13	7.4	5861	2.4
TOTAL	176	100.0	247676	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	160	90.9	203736	82.3
1 PROVISION	16	9.1	43940	17.7
TOTAL	176	100.0	247676	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	146	83.0	195561	79.0
1 PROVISION	30	17.0	52115	21.0
TOTAL	176	100.0	247676	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	160	90.9	188832	76.2
1 PROVISION	16	9.1	58844	23.8
TOTAL	176	100.0	247676	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	139	79.0	181007	73.1
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	8	4.5	4517	1.8
3 ALTERNATING 4, 5, IN PROGRESS	2	1.1	2506	1.0
4 TO COMMENCE DURING TERM OF AGREEMENT	2	1.1	716	0.3
5 UNDER STUDY	2	1.1	709	0.3
6 OTHER	23	13.1	58221	23.5
TOTAL	176	100.0	247676	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	11	6.3	19456	7.9
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	2.3	3305	1.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	54	30.7	94313	38.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	37	21.0	57407	23.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	4.0	1822	0.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	47	26.7	47802	19.3
7 OTHER	16	9.1	23571	9.5
TOTAL	176	100.0	247676	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	18	10.2	26542	10.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	2.3	3410	1.4
2 1 1/2 X FOR TWO HOURS, THEN 2 X	37	21.0	78258	31.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	27	15.3	34094	13.8
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	4.0	1822	0.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	8	4.5	6744	2.7
6 2 X	54	30.7	52073	21.0
7 OTHER	21	11.9	44733	18.1
TOTAL	176	100.0	247676	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	9.7	10814	4.4
1 1 1/2 X	28	15.9	45807	18.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.1	4745	1.9
3 1 1/2 X FOR TWO HOURS, THEN 2 X	8	4.5	3905	1.6
4 1 1/2 X FOR THREE HOURS, THEN 2 X	10	5.7	24810	10.0
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	12	6.8	2868	1.2
6 2 X	85	48.3	142050	57.4
7 OTHER	14	8.0	12677	5.1
TOTAL	176	100.0	247676	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	9.1	10649	4.3
1 1 1/2 X	12	6.8	17256	7.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.6	242	0.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	1.1	645	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	0.6	100	0.0
5 2 X	129	73.3	191980	77.5
6 3 X	1	0.6	1500	0.6
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	14	8.0	25304	10.2
TOTAL	176	100.0	247676	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	9.7	13174	5.3
1 PAY ONLY	75	42.6	90126	36.4
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	81	46.0	142855	57.7
4 OTHER	3	1.7	1521	0.6
TOTAL	176	100.0	247676	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	98	55.7	107211	43.3
1 RIGHT TO REFUSE	62	35.2	119747	48.3
2 NO RIGHT TO REFUSE	2	1.1	342	0.1
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	7	4.0	4266	1.7
4 OTHER	7	4.0	16110	6.5
TOTAL	176	100.0	247676	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	102	58.0	161365	65.2
1 BASED ON SENIORITY	24	13.6	11389	4.6
2 SHARED AMONG ALL EMPLOYEES	46	26.1	73556	29.7
3 OTHER	4	2.3	1366	0.6
TOTAL	176	100.0	247676	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	101	57.4	139726	56.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	32	18.2	67322	27.2
2 1 1/2 X	7	4.0	10077	4.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	10	5.7	18077	7.3
6 FLAT AMOUNT PER HOUR OR DAY	19	10.8	7645	3.1
7 PERCENTAGE OF REGULAR RATE	2	1.1	1030	0.4
8 OTHER	5	2.8	3799	1.5
TOTAL	176	100.0	247676	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	95	54.0	132497	53.5
1	NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	17	9.7	28934	11.7
2	1 1/2 X	16	9.1	53677	21.7
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	12	6.8	9690	3.9
6	FLAT AMOUNT PER HOUR OR PER DAY	23	13.1	13474	5.4
7	PERCENTAGE OF REGULAR RATE	6	3.4	4659	1.9
8	OTHER	7	4.0	4745	1.9
	TOTAL	176	100.0	247676	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	29	16.5	31776	12.8
1	MINIMUM OF TWO HOURS AT STRAIGHT TIME	8	4.5	24494	9.9
2	MINIMUM OF THREE HOURS AT STRAIGHT TIME	5	2.8	5070	2.0
3	MINIMUM OF FOUR HOURS AT STRAIGHT TIME	23	13.1	27698	11.2
4	MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	2	1.1	965	0.4
5	MINIMUM OF TWO HOURS AT OVERTIME RATE	23	13.1	51714	20.9
6	MINIMUM OF THREE HOURS AT OVERTIME RATE	21	11.9	59041	23.8
7	MINIMUM OF FOUR HOURS AT OVERTIME RATE	25	14.2	12256	4.9
8	MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9	OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10	1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	0.6	1056	0.4
11	DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	1.7	1726	0.7
12	OTHER	36	20.5	31880	12.9
	TOTAL	176	100.0	247676	100.0

FIELD 8-11 PAID MEAL PERIOD

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	71	40.3	68481	27.6
1	ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	80	45.5	137118	55.4
2	ON DESIGNATED SHIFTS	10	5.7	5345	2.2
3	1 AND 2	9	5.1	29719	12.0
4	OTHER	6	3.4	7013	2.8
	TOTAL	176	100.0	247676	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	68	38.6	61787	24.9
1	LESS THAN $4.00	1	0.6	500	0.2
2	$4.00 TO $4.99	2	1.1	1615	0.7
3	$5.00 TO $5.99	10	5.7	8751	3.5
4	$6.00 TO $6.99	7	4.0	2687	1.1
5	$7.00 AND MORE	32	18.2	77731	31.4
6	MEAL PROVIDED	36	20.5	72483	29.3
7	OTHER	20	11.4	22122	8.9
	TOTAL	176	100.0	247676	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	143	81.3	161322	65.1
1	1 1/2 X	6	3.4	13513	5.5
2	1 1/2 X FOLLOWED BY A HIGHER RATE	7	4.0	42996	17.4
3	2 X	6	3.4	3776	1.5
4	FLAT AMOUNT	5	2.8	17146	6.9
5	OTHER	9	5.1	8923	3.6
	TOTAL	176	100.0	247676	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	125	71.0	125956	50.9
1 PROVISION	51	29.0	121720	49.1
TOTAL	176	100.0	247676	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	105	59.7	118217	47.7
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	10	5.7	3714	1.5
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	32	18.2	20905	8.4
3 PERCENTAGE OF REGULAR RATE	5	2.8	9676	3.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	24	13.6	95164	38.4
TOTAL	176	100.0	247676	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	29	16.5	26443	10.7
1 LESS THAN 20 CENTS PER HOUR	3	1.7	1202	0.5
2 20 - 29 CENTS PER HOUR	11	6.3	3320	1.3
3 30 - 49 CENTS PER HOUR	37	21.0	54034	21.8
4 50 - 75 CENTS PER HOUR	34	19.3	102094	41.2
5 MORE THAN 75 CENTS PER HOUR	10	5.7	8783	3.5
6 1/2 HOUR'S PAY PER SHIFT	6	3.4	1421	0.6
7 1 HOUR'S PAY PER SHIFT	10	5.7	18916	7.6
8 PERCENTAGE OF HOURLY WAGE RATE	13	7.4	8151	3.3
9 FLAT AMOUNT PER SHIFT	4	2.3	11749	4.7
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	5	2.8	3458	1.4
11 OTHER	14	8.0	8105	3.3
TOTAL	176	100.0	247676	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	39	22.2	41051	16.6
1 LESS THAN 20 CENTS PER HOUR	1	0.6	123	0.0
2 20 - 29 CENTS PER HOUR	4	2.3	1212	0.5
3 30 - 49 CENTS PER HOUR	24	13.6	34283	13.8
4 50 - 74 CENTS PER HOUR	40	22.7	110920	44.8
5 75¢ - $1.00 PER HOUR	14	8.0	17071	6.9
6 MORE THAN $1.00 PER HOUR	6	3.4	2815	1.1
7 1/2 HOUR'S PAY PER SHIFT	1	0.6	250	0.1
8 ONE HOUR'S PAY PER SHIFT	4	2.3	1081	0.4
9 TWO HOUR'S PAY PER SHIFT	9	5.1	10163	4.1
10 PERCENTAGE OF HOURLY WAGE RATE	11	6.3	7485	3.0
11 FLAT AMOUNT PER SHIFT	4	2.3	11737	4.7
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	5	2.8	3458	1.4
13 OTHER	14	8.0	6027	2.4
TOTAL	176	100.0	247676	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	139	79.0	182408	73.6
1 LESS THAN 20 CENTS	1	0.6	120	0.0
2 20 - 29 CENTS PER HOUR	2	1.1	547	0.2
3 30 - 49 CENTS PER HOUR	3	1.7	1195	0.5
4 50 - 75 CENTS PER HOUR	1	0.6	156	0.1
5 MORE THAN 75 CENTS PER HOUR	1	0.6	291	0.1
6 ONE HOUR'S PAY PER SHIFT	3	1.7	2750	1.1
7 FLAT AMOUNT PER SHIFT	3	1.7	8478	3.4
8 SPLIT SHIFT PROHIBITED	12	6.8	43041	17.4
9 OTHER	11	6.3	8690	3.5
TOTAL	176	100.0	247676	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	114	64.8	134599	54.3
1 PROVISION	62	35.2	113077	45.7
TOTAL	176	100.0	247676	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	161	91.5	163566	66.0
1 PROVISION	15	8.5	84110	34.0
TOTAL	176	100.0	247676	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	0.6	4500	1.8
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	0.6	242	0.1
3 TEN DAYS	17	9.7	8610	3.5
4 ELEVEN DAYS	110	62.5	182846	73.8
5 TWELVE DAYS	30	17.0	27776	11.2
6 THIRTEEN DAYS	6	3.4	1742	0.7
7 FOURTEEN DAYS	8	4.5	20475	8.3
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	3	1.7	1485	0.6
TOTAL	176	100.0	247676	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	56	31.8	123409	49.8
1 MINIMUM LENGTH OF SERVICE	36	20.5	31366	12.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	0.6	400	0.2
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	2	1.1	416	0.2
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	26	14.8	25875	10.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	4	2.3	4807	1.9
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	45	25.6	59460	24.0
7 OTHER	6	3.4	1943	0.8
TOTAL	176	100.0	247676	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	82	46.6	167714	67.7
1 LESS THAN ONE MONTH	16	9.1	20254	8.2
2 ONE MONTH	35	19.9	17917	7.2
3 TWO MONTHS	1	0.6	1100	0.4
4 MORE THAN TWO MONTHS	6	3.4	2343	0.9
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	24	13.6	27020	10.9
6 OTHER	12	6.8	11328	4.6
TOTAL	176	100.0	247676	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	2.8	5444	2.2
1 ANOTHER DAY OFF	3	1.7	1600	0.6
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	46	26.1	88079	35.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	102	58.0	116086	46.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	20	11.4	36467	14.7
TOTAL	176	100.0	247676	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	32	18.2	75906	30.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	116	65.9	152895	61.7
2 AN EXTRA DAY'S PAY	8	4.5	12735	5.1
3 1 OR 2	14	8.0	4163	1.7
4 OTHER	6	3.4	1977	0.8
TOTAL	176	100.0	247676	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	60	34.1	87089	35.2
1 ANOTHER PAID DAY OFF	89	50.6	123902	50.0
2 ANOTHER DAY'S PAY	6	3.4	11800	4.8
3 1 OR 2	20	11.4	24705	10.0
4 NOT GRANTED	1	0.6	180	0.1
TOTAL	176	100.0	247676	100.0

SECTION_10 - PAID_ANNUAL_VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	68	38.6	94623	38.2
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	5	2.8	7632	3.1
2 ONE WEEK AFTER 6 MONTHS	5	2.8	3448	1.4
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	80	45.5	122855	49.6
4 OTHER	18	10.2	19118	7.7
TOTAL	176	100.0	247676	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	3	1.7	9975	4.0
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	9	5.1	15970	6.4
3 FOUR WEEKS	9	5.1	7280	2.9
4 FIVE WEEKS	29	16.5	55984	22.6
5 SIX WEEKS	83	47.2	54319	21.9
6 SEVEN WEEKS	29	16.5	54717	22.1
7 EIGHT WEEKS	4	2.3	1647	0.7
8 OTHER	10	5.7	47784	19.3
TOTAL	176	100.0	247676	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	6	3.4	12801	5.2
1	MINIMUM GREATER THAN THREE WEEKS	9	5.1	44640	18.0
2	ONE YEAR OF SERVICE	61	34.7	48673	19.7
3	TWO YEARS	43	24.4	105232	42.5
4	THREE YEARS	37	21.0	27341	11.0
5	FOUR YEARS	10	5.7	5442	2.2
6	FIVE YEARS	8	4.5	2592	1.0
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	1	0.6	750	0.3
9	OTHER	1	0.6	205	0.1
	TOTAL	176	100.0	247676	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	18	10.2	29711	12.0
1	ONE YEAR OF SERVICE	5	2.8	43113	17.4
2	TWO YEARS	1	0.6	1750	0.7
3	THREE YEARS	2	1.1	1110	0.4
4	FOUR YEARS	1	0.6	200	0.1
5	FIVE YEARS	11	6.3	3475	1.4
6	SIX YEARS	13	7.4	3508	1.4
7	SEVEN YEARS	43	24.4	64122	25.9
8	EIGHT YEARS	33	18.8	58452	23.6
9	NINE YEARS	22	12.5	16335	6.6
10	TEN YEARS	22	12.5	24673	10.0
11	ELEVEN YEARS	1	0.6	242	0.1
12	TWELVE YEARS	1	0.6	400	0.2
13	THIRTEEN YEARS	1	0.6	250	0.1
14	FOURTEEN YEARS	1	0.6	130	0.1
15	FIFTEEN YEARS	1	0.6	205	0.1
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	176	100.0	247676	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	27	15.3	36991	14.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	1	0.6	100	0.0
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	2	1.1	665	0.3
9 NINE YEARS	5	2.8	42993	17.4
10 TEN YEARS	8	4.5	4191	1.7
11 ELEVEN YEARS	4	2.3	1049	0.4
12 TWELVE YEARS	12	6.8	44740	18.1
13 THIRTEEN YEARS	7	4.0	6675	2.7
14 FOURTEEN YEARS	14	8.0	4361	1.8
15 FIFTEEN YEARS	39	22.2	52034	21.0
16 SIXTEEN YEARS	13	7.4	5583	2.3
17 SEVENTEEN YEARS	14	8.0	11592	4.7
18 EIGHTEEN YEARS	13	7.4	10497	4.2
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	15	8.5	25870	10.4
21 TWENTY-ONE YEARS	1	0.6	205	0.1
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	1	0.6	130	0.1
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	176	100.0	247676	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	56	31.8	57848	23.4
1 ONE YEAR OF SERVICE	1	0.6	169	0.1
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	0.6	100	0.0
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	4	2.3	42043	17.0
15 FIFTEEN YEARS	2	1.1	1450	0.6
16 SIXTEEN YEARS	2	1.1	304	0.1
17 SEVENTEEN YEARS	4	2.3	764	0.3
18 EIGHTEEN YEARS	10	5.7	8978	3.6
19 NINETEEN YEARS	4	2.3	1312	0.5
20 TWENTY YEARS	21	11.9	46633	18.8
21 TWENTY-ONE YEARS	2	1.1	380	0.2
22 TWENTY-TWO YEARS	10	5.7	4246	1.7
23 TWENTY-THREE YEARS	8	4.5	2654	1.1
24 TWENTY-FOUR YEARS	17	9.7	42660	17.2
25 TWENTY-FIVE YEARS	19	10.8	21373	8.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	3	1.7	3200	1.3
28 TWENTY-EIGHT YEARS	5	2.8	4405	1.8
29 TWENTY-NINE YEARS	2	1.1	5400	2.2
30 THIRTY YEARS	5	2.8	3757	1.5
TOTAL	176	100.0	247676	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	141	80.1	149680	60.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	3	1.7	41913	16.9
20 TWENTY YEARS	4	2.3	3257	1.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	1	0.6	130	0.1
23 TWENTY-THREE YEARS	4	2.3	5474	2.2
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	5	2.8	3391	1.4
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	4	2.3	1561	0.6
30 THIRTY YEARS	13	7.4	42017	17.0
31 THIRTY-ONE YEARS	170	96.6	205036	82.8
32 THIRTY-TWO YEARS	-	-	-	-
33 THIRTY-THREE YEARS	2	1.1	633	0.3
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE OR MORE YEARS	-	-	-	-
TOTAL	176	100.0	247676	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	170	96.6	205036	82.8
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	2	1.1	633	0.3
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	1	0.6	157	0.1
24	TWENTY-FOUR YEARS	3	1.7	41913	16.9
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	0.6	190	0.1
31	THIRTY-ONE YEARS	5	2.8	6013	2.4
32	THIRTY-TWO YEARS	53	30.1	119676	48.3
33	THIRTY-THREE YEARS	62	35.2	55792	22.5
34	THIRTY-FOUR YEARS	54	30.7	64495	26.0
35	THIRTY-FIVE YEARS	2	1.1	1700	0.7
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	176	100.0	247676	100.0

FIELD 10-09 ANNUAL VACATION PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	5	2.8	6013	2.4
1	REGULAR PAY	53	30.1	119676	48.3
2	PERCENTAGE OF YEARLY GROSS EARNINGS	62	35.2	55792	22.5
3	1 OR 2, WHICHEVER IS GREATER	54	30.7	64495	26.0
4	OTHER	2	1.1	1700	0.7
	TOTAL	176	100.0	247676	100.0

FIELD 10-10 VACATION CARRY-OVER

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	90	51.1	117174	47.3
1	WITH LIMITATIONS	56	31.8	84381	34.1
2	WITHOUT LIMITATIONS	3	1.7	685	0.3
3	NOT ALLOWED	24	13.6	43372	17.5
4	OTHER	3	1.7	2064	0.8
	TOTAL	176	100.0	247676	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	130	73.9	177883	71.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	1.1	350	0.1
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	41	23.3	68670	27.7
3 OTHER	3	1.7	773	0.3
TOTAL	176	100.0	247676	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	5.7	14481	5.8
1 ONE DAY	1	0.6	380	0.2
2 TWO DAYS	2	1.1	422	0.2
3 THREE DAYS	102	58.0	114028	46.0
4 FOUR DAYS	4	2.3	1587	0.6
5 FIVE DAYS	19	10.8	12278	5.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	30	17.0	87883	35.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	3	1.7	9361	3.8
8 OTHER	5	2.8	7256	2.9
TOTAL	176	100.0	247676	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	9.7	31120	12.6
1 PROVISION FOR FULL REGULAR PAY	156	88.6	215471	87.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	3	1.7	1085	0.4
TOTAL	176	100.0	247676	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	26	14.8	32212	13.0
1 PAID LEAVE	5	2.8	1628	0.7
2 UNPAID LEAVE	81	46.0	122339	49.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	55	31.3	63746	25.7
4 OTHER	9	5.1	27751	11.2
TOTAL	176	100.0	247676	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	162	92.0	149457	60.3
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.6	11000	4.4
2 ONE DAY	1	0.6	450	0.2
3 TWO DAYS	-	-	-	-
4 THREE DAYS	7	4.0	43563	17.6
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	1.7	41913	16.9
7 OTHER	2	1.1	1293	0.5
TOTAL	176	100.0	247676	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	151	85.8	186211	75.2
1 ONE MONTHS' SERVICE	2	1.1	550	0.2
2 TWO TO SIX MONTHS' SERVICE	9	5.1	5540	2.2
3 MORE THAN SIX MONTHS	3	1.7	444	0.2
4 OTHER	11	6.3	54931	22.2
TOTAL	176	100.0	247676	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	57	32.4	57096	23.1
1 17 WEEKS	3	1.7	1895	0.8
2 18 WEEKS	44	25.0	36160	14.6
3 19 - 25 WEEKS	10	5.7	6223	2.5
4 26 WEEKS	27	15.3	55408	22.4
5 27 - 52 WEEKS	11	6.3	5738	2.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	0.6	38822	15.7
7 NOT SPECIFIED, CANNOT DETERMINE	11	6.3	30235	12.2
8 OTHER	12	6.8	16099	6.5
TOTAL	176	100.0	247676	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	169	96.0	221595	89.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	2	1.1	1395	0.6
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	5	2.8	24686	10.0
TOTAL	176	100.0	247676	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	91	51.7	108842	43.9
1 SENIORITY RETAINED	31	17.6	86230	34.8
2 SENIORITY ACCUMULATED	32	18.2	29273	11.8
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	17	9.7	6773	2.7
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	0.6	14000	5.7
5 OTHER	4	2.3	2558	1.0
TOTAL	176	100.0	247676	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	142	80.7	152380	61.5
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	21	11.9	89411	36.1
3 TWO DAYS	4	2.3	1583	0.6
4 THREE DAYS	2	1.1	274	0.1
5 FOUR DAYS	2	1.1	265	0.1
6 FIVE DAYS	-	-	-	-
7 OTHER	5	2.8	3763	1.5
TOTAL	176	100.0	247676	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	123	69.9	137306	55.4
1 PAID LEAVE	3	1.7	919	0.4
2 UNPAID LEAVE	48	27.3	85569	34.5
3 OTHER	2	1.1	23882	9.6
TOTAL	176	100.0	247676	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	115	65.3	79928	32.3
1 LEAVE WITH FULL PAY	15	8.5	31895	12.9
2 LEAVE WITH PARTIAL PAY	1	0.6	130	0.1
3 LEAVE WITHOUT PAY	19	10.8	51545	20.8
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	7	4.0	3232	1.3
5 OTHER	19	10.8	80946	32.7
TOTAL	176	100.0	247676	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	143	81.3	140706	56.8
1 ONE DAY	1	0.6	130	0.1
2 TWO DAYS	1	0.6	160	0.1
3 THREE DAYS	4	2.3	2756	1.1
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	2	1.1	11150	4.5
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	10	5.7	2067	0.8
7 OTHER	15	8.5	90707	36.6
TOTAL	176	100.0	247676	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	68	38.6	73528	29.7
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	19	10.8	12548	5.1
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	34	19.3	103154	41.6
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	13	7.4	13863	5.6
4 MENTIONED BUT NOT SPECIFIED	4	2.3	1744	0.7
5 OTHER	38	21.6	42839	17.3
TOTAL	176	100.0	247676	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	31	17.6	27953	11.3
1 PROVISION	145	82.4	219723	88.7
TOTAL	176	100.0	247676	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	3	1.7	1320	0.5
1 HEALTH AND WELFARE FUND	33	18.8	41626	16.8
2 SERIES OF PLANS	139	79.0	200230	80.8
3 OTHER	1	0.6	4500	1.8
TOTAL	176	100.0	247676	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	65	36.9	61272	24.7
1 IMMEDIATELY ON BEING EMPLOYED	9	5.1	5153	2.1
2 ONE MONTH	8	4.5	18025	7.3
3 THREE MONTHS	12	6.8	26899	10.9
4 SIX MONTHS	2	1.1	2879	1.2
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	62	35.2	121533	49.1
7 OTHER	18	10.2	11915	4.8
TOTAL	176	100.0	247676	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO HEALTH AND WELFARE FUND	141	80.1	205919	83.1
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	4	2.3	3302	1.3
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	3	1.7	3015	1.2
5	50 - 74 CENTS PER HOUR	6	3.4	9302	3.8
6	75 CENTS - $1.00 PER HOUR	7	4.0	11325	4.6
7	MORE THAN $1.00 PER HOUR	8	4.5	13788	5.6
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	5	2.8	765	0.3
9	OTHER	2	1.1	260	0.1
	TOTAL	176	100.0	247676	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	PLAN NOT MENTIONED IN AGREEMENT	6	3.4	2788	1.1
1	100% OF PREMIUM	90	51.1	166191	67.1
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	1.7	3200	1.3
3	75% OF PREMIUM	11	6.3	17373	7.0
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	22	12.5	11176	4.5
5	50% OF PREMIUM	15	8.5	9023	3.6
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	2.3	1190	0.5
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	36635	14.8
10	OTHER	1	0.6	100	0.0
	TOTAL	176	100.0	247676	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	PLAN NOT MENTIONED IN AGREEMENT	15	8.5	9325	3.8
1	100% OF PREMIUM	89	50.6	165863	67.0
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	1.7	3200	1.3
3	75% OF PREMIUM	11	6.3	17373	7.0
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	21	11.9	10802	4.4
5	50% OF PREMIUM	9	5.1	3163	1.3
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	1.7	1065	0.4
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	36635	14.8
10	OTHER	1	0.6	250	0.1
	TOTAL	176	100.0	247676	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	PLAN NOT MENTIONED IN AGREEMENT	31	17.6	40500	16.4
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	47	26.7	58663	23.7
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	5	2.8	5477	2.2
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	67	38.1	127696	51.6
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	22	12.5	11345	4.6
7	OTHER	4	2.3	3995	1.6
	TOTAL	176	100.0	247676	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	96	54.5	167211	67.5
1 ONE TO SIX DAYS	19	10.8	10553	4.3
2 SEVEN TO TWELVE DAYS	9	5.1	2651	1.1
3 THIRTEEN TO FIFTEEN DAYS	7	4.0	1829	0.7
4 SIXTEEN TO EIGHTEEN DAYS	27	15.3	48316	19.5
5 NINETEEN OR MORE DAYS	10	5.7	6487	2.6
6 VARIES WITH LENGTH OF SERVICE	4	2.3	7656	3.1
7 OTHER	4	2.3	2973	1.2
TOTAL	176	100.0	247676	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	109	61.9	171703	69.3
1 30 DAYS OR LESS	12	6.8	4832	2.0
2 31 TO 90 DAYS	6	3.4	7005	2.8
3 91 TO 120 DAYS	15	8.5	10034	4.1
4 121 TO 150 DAYS	5	2.8	1433	0.6
5 151 TO 200 DAYS	12	6.8	43907	17.7
6 201 TO 250 DAYS	1	0.6	130	0.1
7 MORE THAN 250 DAYS, BUT LIMITED	6	3.4	4703	1.9
8 UNLIMITED ACCUMULATION	6	3.4	2394	1.0
9 OTHER	4	2.3	1535	0.6
TOTAL	176	100.0	247676	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	128	72.7	182130	73.5
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	2	1.1	1706	0.7
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	5	2.8	4650	1.9
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	19	10.8	23686	9.6
4 COMBINATION	14	8.0	9199	3.7
5 OTHER	8	4.5	26305	10.6
TOTAL	176	100.0	247676	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	83	47.2	112300	45.3
1 100% OF PREMIUM	56	31.8	100978	40.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.6	590	0.2
3 75% OF PREMIUM	1	0.6	200	0.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	9	5.1	14518	5.9
5 50% OF PREMIUM	4	2.3	986	0.4
6 LESS THAN 50% OF PREMIUM	1	0.6	130	0.1
7 FLAT AMOUNT	1	0.6	425	0.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	16	9.1	15339	6.2
9 OTHER	4	2.3	2210	0.9
TOTAL	176	100.0	247676	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	78	44.3	100404	40.5
1 LESS THAN 12 WEEKS	1	0.6	550	0.2
2 13 WEEKS	2	1.1	367	0.1
3 26 WEEKS	24	13.6	54439	22.0
4 39 WEEKS	1	0.6	680	0.3
5 52 WEEKS	27	15.3	49024	19.8
6 VARIES ACCORDING TO LENGTH OF SERVICE	11	6.3	15484	6.3
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	21	11.9	17396	7.0
8 OTHER	11	6.3	9332	3.8
TOTAL	176	100.0	247676	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	77	43.8	100284	40.5
1	$100 OR LESS	-	-	-	-
2	$101 TO $150 PER WEEK	-	-	-	-
3	$151 TO $200 PER WEEK	2	1.1	336	0.1
4	MORE THAN $200 PER WEEK	31	17.6	38559	15.6
5	PERCENTAGE OF EARNINGS	31	17.6	60476	24.4
6	EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	1.1	330	0.1
7	VARIES ACCORDING TO EARNINGS	12	6.8	27716	11.2
8	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	16	9.1	15910	6.4
9	OTHER	5	2.8	4065	1.6
	TOTAL	176	100.0	247676	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	86	48.9	81698	33.0
1	PROVISION	90	51.1	165978	67.0
	TOTAL	176	100.0	247676	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	6.8	9772	3.9
1	100% OF PREMIUM	89	50.6	162660	65.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	6	3.4	4272	1.7
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	21	11.9	10213	4.1
5	50% OF PREMIUM	10	5.7	4543	1.8
6	FLAT AMOUNT	-	-	-	-
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	5.7	17939	7.2
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	36635	14.8
9	OTHER	4	2.3	1642	0.7
	TOTAL	176	100.0	247676	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	6.8	12254	4.9
1	$5,000 OR LESS	-	-	-	-
2	$5,001 TO $10,000	5	2.8	1986	0.8
3	$10,001 TO $15,000	3	1.7	827	0.3
4	$15,001 TO $20,000	10	5.7	3175	1.3
5	MORE THAN $20,000	42	23.9	88709	35.8
6	VARIES ACCORDING TO EARNINGS	48	27.3	76538	30.9
7	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	25	14.2	25021	10.1
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	14.8	37570	15.2
9	OTHER	5	2.8	1596	0.6
	TOTAL	176	100.0	247676	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	69	39.2	54948	22.2
1	100% OF PREMIUM	61	34.7	142839	57.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	3	1.7	2978	1.2
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	4.0	2831	1.1
5	50% OF PREMIUM	5	2.8	2131	0.9
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	1	0.6	218	0.1
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	0.6	1250	0.5
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	14.8	37570	15.2
10	OTHER	3	1.7	2911	1.2
	TOTAL	176	100.0	247676	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	69	39.2	54969	22.2
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	5	2.8	3812	1.5
3 $10,001 TO $15,000	2	1.1	327	0.1
4 $15,001 TO $20,000	10	5.7	3324	1.3
5 MORE THAN $20,000	31	17.6	57472	23.2
6 VARIES ACCORDING TO EARNINGS	24	13.6	60647	24.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	7	4.0	26944	10.9
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	14.8	37570	15.2
9 OTHER	2	1.1	2611	1.1
TOTAL	176	100.0	247676	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	11	6.3	9641	3.9
1 100% OF PREMIUM	86	48.9	174092	70.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	5	2.8	3420	1.4
3 75% OF PREMIUM	15	8.5	9341	3.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	20	11.4	9854	4.0
5 50% OF PREMIUM	7	4.0	2637	1.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	1.7	375	0.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	13.1	36135	14.6
9 OTHER	6	3.4	2181	0.9
TOTAL	176	100.0	247676	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	11	6.3	16733	6.8
1 BASIC (A)	3	1.7	1282	0.5
2 BASIC AND EXTENDED (A AND B)	25	14.2	10173	4.1
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	92	52.3	182315	73.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	10.8	7298	2.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	29425	11.9
7 OTHER	2	1.1	450	0.2
TOTAL	176	100.0	247676	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	30	17.0	15892	6.4
1 PROVISION	146	83.0	231784	93.6
TOTAL	176	100.0	247676	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	57	32.4	51889	21.0
1 UNION	22	12.5	21973	8.9
2 MANAGEMENT	18	10.2	10085	4.1
3 JOINT UNION MANAGEMENT ADMINISTRATION	17	9.7	30125	12.2
4 ADMINISTERED BY SEPARATE TRUSTEES	5	2.8	13488	5.4
5 MUNICIPAL/PROVINCIAL GOVERNMENT	51	29.0	108869	44.0
6 OTHER	6	3.4	11247	4.5
TOTAL	176	100.0	247676	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	97	55.1	140274	56.6
1 PROVISION	79	44.9	107402	43.4
TOTAL	176	100.0	247676	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	14	8.0	24232	9.8
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	32	18.2	13743	5.5
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	54	30.7	123113	49.7
4 BY UNION REPRESENTATIVE	27	15.3	40068	16.2
5 BY GRIEVANCE COMMITTEE	9	5.1	14066	5.7
6 BY WRITTEN NOTICE	32	18.2	24374	9.8
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	4	2.3	2375	1.0
8 OTHER	4	2.3	5705	2.3
TOTAL	176	100.0	247676	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	26	14.8	17491	7.1
1 72 HOURS OR LESS	7	4.0	2137	0.9
2 FIVE DAYS	21	11.9	9564	3.9
3 ONE WEEK	10	5.7	30439	12.3
4 TEN DAYS	31	17.6	24261	9.8
5 TWO WEEKS	13	7.4	43788	17.7
6 THREE WEEKS	1	0.6	4181	1.7
7 ONE MONTH	25	14.2	73992	29.9
8 TWO MONTHS	2	1.1	1922	0.8
9 VARIES BY TYPE OF GRIEVANCE	16	9.1	11738	4.7
10 OTHER	24	13.6	28163	11.4
TOTAL	176	100.0	247676	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	91	51.7	109047	44.0
1 PROVISION	85	48.3	138629	56.0
TOTAL	176	100.0	247676	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	169	96.0	207507	83.8
1 PROVISION	7	4.0	40169	16.2
TOTAL	176	100.0	247676	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	122	69.3	144580	58.4
1 PROVISION	54	30.7	103096	41.6
TOTAL	176	100.0	247676	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	128	72.7	172350	69.6
1 PROVISION	48	27.3	75326	30.4
TOTAL	176	100.0	247676	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 AS REQUIRED BY LEGISLATION	4	2.3	7410	3.0
1 SINGLE ARBITRATOR	35	19.9	43999	17.8
2 PERMANENT UMPIRE (NAMED)	7	4.0	4774	1.9
3 TRIPARTITE BOARD	76	43.2	63182	25.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	0.6	307	0.1
5 CHOICE OF ALTERNATIVES	49	27.8	92420	37.3
6 OTHER	4	2.3	35584	14.4
TOTAL	176	100.0	247676	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NOT PROHIBITED (OR NO MENTION)	153	86.9	225894	91.2
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	23	13.1	21782	8.8
TOTAL	176	100.0	247676	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	139	79.0	189173	76.4
1 PROVISION	37	21.0	58503	23.6
TOTAL	176	100.0	247676	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	39	22.2	30831	12.4
1 JOINT SAFETY COMMITTEE	132	75.0	213121	86.0
2 OTHER	5	2.8	3724	1.5
TOTAL	176	100.0	247676	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	44	25.0	34521	13.9
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	71	40.3	103565	41.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	1.1	301	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	4	2.3	3193	1.3
4 RIGHT TO UNDERTAKE INSPECTIONS	18	10.2	12210	4.9
5 COMBINATION OF 2 AND 3	1	0.6	236	0.1
6 COMBINATION OF 2 AND 4	5	2.8	4593	1.9
7 COMBINATION OF 2, 3 AND 4	15	8.5	48191	19.5
8 OTHER	16	9.1	40866	16.5
TOTAL	176	100.0	247676	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	50	28.4	38617	15.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	88	50.0	106290	42.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	38	21.6	102769	41.5
TOTAL	176	100.0	247676	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	57	32.4	103049	41.6
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	89	50.6	110214	44.5
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	8	4.5	4582	1.8
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	5	2.8	2363	1.0
4 OTHER	17	9.7	27468	11.1
TOTAL	176	100.0	247676	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	110	62.5	163558	66.0
1 PROVISION	66	37.5	84118	34.0
TOTAL	176	100.0	247676	100.0

FIELD 14-06 VIDEO DIPSLAY TERMINALS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	142	80.7	189473	76.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	12	6.8	8321	3.4
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	13	7.4	44421	17.9
4 OTHER	9	5.1	5461	2.2
TOTAL	176	100.0	247676	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	153	86.9	192014	77.5
1 PROVISION	23	13.1	55662	22.5
TOTAL	176	100.0	247676	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	82	46.6	106050	42.8
1 PROVISION	94	53.4	141626	57.2
TOTAL	176	100.0	247676	100.0

FIELD 15-02 SEXUAL HARASSMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	127	72.2	148046	59.8
1 POLICY STATEMENT ONLY	15	8.5	42939	17.3
2 POLICY AND/OR COMPLAINT PROCEDURE	31	17.6	52426	21.2
3 MENTIONED BUT NOT SPECIFIED	3	1.7	4265	1.7
TOTAL	176	100.0	247676	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	172	97.7	207708	83.9
1 PROVISION	4	2.3	39968	16.1
TOTAL	176	100.0	247676	100.0

FIELD 15-04 JOB EVALUATION PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	131	74.4	88038	35.5
1 PROVISION	45	25.6	159638	64.5
TOTAL	176	100.0	247676	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	157	89.2	180980	73.1
1 PROVISION	19	10.8	66696	26.9
TOTAL	176	100.0	247676	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	68	38.6	92977	37.5
1 PROVISION	108	61.4	154699	62.5
TOTAL	176	100.0	247676	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	73	41.5	95987	38.8
1 PROVISION	103	58.5	151689	61.2
TOTAL	176	100.0	247676	100.0

PART I: b
MINING

(9 agreements covering 5,592 employees)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	9	100.0	5592	100.0
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	1	11.1	114	2.0
2 200 - 499 EMPLOYEES	4	44.4	1959	35.0
3 500 - 999 EMPLOYEES	3	33.3	2448	43.8
4 1000 - 4999 EMPLOYEES	1	11.1	1071	19.2
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	9	100.0	5592	100.0
1 FEDERAL	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	9	100.0	5592	100.0
1 PUBLIC	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	-	-	-	-
3 MORE THAN 2 YEARS, LESS THAN 3	2	22.2	1307	23.4
4 3 YEARS	4	44.4	3063	54.8
5 MORE THAN 3 YEARS	3	33.3	1222	21.9
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	-	-	-	-
2 2ND HALF OF 1987	1	11.1	200	3.6
3 1ST HALF OF 1988	1	11.1	350	6.3
4 2ND HALF OF 1988	2	22.2	1186	21.2
5 1ST HALF OF 1989	3	33.3	2834	50.7
6 2ND HALF OF 1989	-	-	-	-
7 LATER THAN 1989	2	22.2	1022	18.3
TOTAL	9	100.0	5592	100.0

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 EAST AND WEST KOOTENAYS	4	44.4	2172	38.8
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	1	11.1	1173	21.0
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	1	11.1	590	10.6
5 CENTRAL INTERIOR	1	11.1	236	4.2
6 PEACE RIVER	1	11.1	1071	19.2
7 NORTH WEST	1	11.1	350	6.3
8 TWO OR MORE REGIONS	-	-	-	-
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	3	33.3	2221	39.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	3	33.3	1612	28.8
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	3	33.3	1759	31.5
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	33.3	1877	33.6
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	2	22.2	1979	35.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	2	22.2	1150	20.6
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	1	11.1	350	6.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	1	11.1	236	4.2
TOTAL	9	100.0	5592	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	6	66.7	3593	64.3
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	2	22.2	1763	31.5
4 MAINTENANCE OF MEMBERSHIP	1	11.1	236	4.2
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	6	66.7	3593	64.3
3 COMPULSORY FOR ALL EMPLCYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	2	22.2	1763	31.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	1	11.1	236	4.2
TOTAL	9	100.0	5592	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	88.9	5356	95.8
1 CROSS PICKET LINES	-	-	-	-
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	11.1	236	4.2
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	4	44.4	1614	28.9
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	5	55.6	3978	71.1
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	2	22.2	940	16.8
6 FORTY-FIVE WORKING DAYS	1	11.1	236	4.2
7 SIXTY WORKING DAYS	1	11.1	908	16.2
8 240 WORKING DAYS	-	-	-	-
9 OTHER	5	55.6	3508	62.7
TOTAL	9	100.0	5592	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	1	11.1	1071	19.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	2	22.2	1523	27.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	44.4	1848	33.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	2	22.2	1150	20.6
TOTAL	9	100.0	5592	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	1	11.1	1071	19.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3	33.3	2431	43.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	22.2	826	14.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	11.1	114	2.0
5 OTHER	2	22.2	1150	20.6
TOTAL	9	100.0	5592	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	2294	41.0
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	1	11.1	350	6.3
6 ONE MONTH	1	11.1	114	2.0
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	11.1	1071	19.2
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	2	22.2	1763	31.5
TOTAL	9	100.0	5592	100.0

FIELD 3-06 RECALL PROCEDURE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1271	22.7
1 STRAIGHT SENIORITY	1	11.1	114	2.0
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	5	55.6	3299	59.0
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	1	11.1	908	16.2
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	1	11.1	350	6.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	8	88.9	5242	93.7
TOTAL	9	100.0	5592	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	1	11.1	200	3.6
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	1	11.1	114	2.0
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	1	11.1	908	16.2
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	5	55.6	3420	61.2
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	11.1	950	17.0
TOTAL	9	100.0	5592	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1858	33.2
1 UP TO 1 YEAR	2	22.2	1271	22.7
2 12 - 24 MONTHS	1	11.1	350	6.3
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	1	11.1	590	10.6
5 OTHER	3	33.3	1523	27.2
TOTAL	9	100.0	5592	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	4	44.4	2443	43.7
1 SENIORITY LOST ON TRANSFER	1	11.1	590	10.6
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	3	33.3	1386	24.8
3 SENIORITY RETAINED INDEFINITELY	1	11.1	1173	21.0
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

0 NO PROVISION	6	66.7	3695	66.1
1 FOR UNION OFFICIALS	2	22.2	1661	29.7
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	1	11.1	236	4.2
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	1	11.1	114	2.0
1 PROVISION	8	88.9	5478	98.0
TOTAL	9	100.0	5592	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	2	22.2	1979	35.4
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	5	55.6	2204	39.4
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	22.2	1409	25.2
TOTAL	9	100.0	5592	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	8	88.9	5478	98.0
1 PROVISION	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	-	-	-	-
1 APPRENTICESHIP	-	-	-	-
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	3	33.3	1897	33.9
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	5	55.6	3581	64.0
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	5	55.6	2073	37.1
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	4	44.4	3519	62.9
TOTAL	9	100.0	5592	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	9	100.0	5592	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	2	22.2	1150	20.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	6	66.7	4328	77.4
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	9	100.0	5592	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	9	100.0	5592	100.0
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	3	33.3	1494	26.7
1 UNION-MANAGEMENT CONSULTATION ONLY	1	11.1	114	2.0
2 ARBITRATION IF CONSULTATION FAILS	5	55.6	3984	71.2
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	2	22.2	1150	20.6
1 LESS THAN THREE MONTHS	1	11.1	590	10.6
2 THREE MONTHS	2	22.2	1979	35.4
3 SIX MONTHS	1	11.1	1173	21.0
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	2	22.2	350	6.3
6 OTHER	1	11.1	350	6.3
TOTAL	9	100.0	5592	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	5	55.6	3027	54.1
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	22.2	1979	35.4
2 CONSULTATION - DETAILS UNSPECIFIED	2	22.2	586	10.5
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	8	88.9	5242	93.7
1 PROVISION	1	11.1	350	6.3
TOTAL	9	100.0	5592	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	1	11.1	950	17.0
1 STRAIGHT LAYOFF	1	11.1	1071	19.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	4	44.4	2349	42.0
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	2	22.2	1022	18.3
5 COMBINATION	1	11.1	200	3.6
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	6	66.7	3161	56.5
1 LESS THAN ONE YEAR	2	22.2	1258	22.5
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	11.1	1173	21.0
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	2	22.2	1185	21.2
1 ONE WEEK'S PAY PER YEAR OF SERVICE	2	22.2	1498	26.8
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	11.1	1173	21.0
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	4	44.4	1736	31.0
TOTAL	9	100.0	5592	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	4	44.4	1771	31.7
1 LESS THAN 20 WEEKS' PAY	3	33.3	2671	47.8
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	2	22.2	1150	20.6
TOTAL	9	100.0	5592	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	8	88.9	4419	79.0
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	11.1	1173	21.0
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	1	11.1	590	10.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	1	11.1	1173	21.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	11.1	114	2.0
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	6	66.7	3715	66.4
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	3	33.3	1740	31.1
1 COMPANY PROGRAM	3	33.3	2431	43.5
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	11.1	1071	19.2
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	2	22.2	350	6.3
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	5242	93.7
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	11.1	350	6.3
TOTAL	9	100.0	5592	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	-	-	-	-
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	5	55.6	2447	43.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	4	44.4	3145	56.2
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	4521	80.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	11.1	1071	19.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	2948	52.7
1 SEVERANCE PAY PLAN	4	44.4	1736	31.0
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	11.1	908	16.2
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	4642	83.0
1 LESS THAN ONE YEAR	1	11.1	950	17.0
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	55.6	3856	69.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	11.1	236	4.2
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	3	33.3	1500	26.8
TOTAL	9	100.0	5592	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	4442	79.4
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	11.1	950	17.0
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	1	11.1	200	3.6
TOTAL	9	100.0	5592	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	4570	81.7
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	1	11.1	114	2.0
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	11.1	908	16.2
TOTAL	9	100.0	5592	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	4570	81.7
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	1	11.1	114	2.0
8 CANNOT DETERMINE	1	11.1	908	16.2
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			5455	100.0
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			5455	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			23	16.8
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			114	83.2
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			137	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			5455	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			5455	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			137	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			137	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			-	-
4 40 HOURS			5455	100.0
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			5455	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			23	16.8
4 40 HOURS			114	83.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			137	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	1	11.1	908	16.2
1 TWO DAYS (CONSECUTIVE)	7	77.8	4094	73.2
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	11.1	590	10.6
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	2	22.2	1185	21.2
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	7	77.8	4407	78.8
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	8	88.9	5392	96.4
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	11.1	200	3.6
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	2	22.2	464	8.3
1 TWO FOR A TOTAL OF 20 MINUTES	4	44.4	2457	43.9
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	2	22.2	1763	31.5
6 OTHER	1	11.1	908	16.2
TOTAL	9	100.0	5592	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	3	33.3	1264	22.6
1 LESS THAN ONE DAY (24 HOURS)	1	11.1	590	10.6
2 ONE DAY (24 HOURS)	3	33.3	2594	46.4
3 MORE THAN ONE DAY LESS THAN THREE	1	11.1	236	4.2
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	1	11.1	908	16.2
TOTAL	9	100.0	5592	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	4	44.4	2431	43.5
1 PROVISION	5	55.6	3161	56.5
TOTAL	9	100.0	5592	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	4419	79.0
1 PROVISION	1	11.1	1173	21.0
TOTAL	9	100.0	5592	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	66.7	4098	73.3
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	11.1	908	16.2
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	2	22.2	586	10.5
TOTAL	9	100.0	5592	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	4	44.4	2830	50.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	33.3	1740	31.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	2	22.2	1022	18.3
TOTAL	9	100.0	5592	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	3	33.3	2323	41.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	1	11.1	350	6.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	11.1	590	10.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	22.2	1307	23.4
6 2 X	-	-	-	-
7 OTHER	2	22.2	1022	18.3
TOTAL	9	100.0	5592	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	908	16.2
1 1 1/2 X	6	66.7	4220	75.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	2	22.2	464	8.3
TOTAL	9	100.0	5592	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	908	16.2
1 1 1/2 X	4	44.4	3070	54.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	33.3	1500	26.8
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	350	6.3
1 PAY ONLY	7	77.8	4334	77.5
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	1	11.1	908	16.2
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	55.6	2463	44.0
1 RIGHT TO REFUSE	2	22.2	1150	20.6
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	11.1	908	16.2
4 OTHER	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	114	2.0
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	8	88.9	5478	98.0
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1858	33.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	5	55.6	3270	58.5
7 PERCENTAGE OF REGULAR RATE	1	11.1	350	6.3
8 OTHER	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD 8-09	PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0	NO PROVISION	1	11.1	908	16.2
1	NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2	1 1/2 X	-	-	-	-
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	-	-	-	-
6	FLAT AMOUNT PER HOUR OR PER DAY	5	55.6	3270	58.5
7	PERCENTAGE OF REGULAR RATE	1	11.1	350	6.3
8	OTHER	2	22.2	1064	19.0
	TOTAL	9	100.0	5592	100.0
FIELD 8-10	CALL-IN (CALL-BACK) PAY GUARANTEE				
0	NO PROVISION	-	-	-	-
1	MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2	MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3	MINIMUM OF FOUR HOURS AT STRAIGHT TIME	3	33.3	1421	25.4
4	MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5	MINIMUM OF TWO HOURS AT OVERTIME RATE	1	11.1	590	10.6
6	MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7	MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	11.1	950	17.0
8	MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9	OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10	1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11	DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12	OTHER	4	44.4	2631	47.0
	TOTAL	9	100.0	5592	100.0
FIELD 8-11	PAID MEAL PERIOD				
0	NO PROVISION	3	33.3	1264	22.6
1	ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	3	33.3	2011	36.0
2	ON DESIGNATED SHIFTS	2	22.2	1144	20.5
3	1 AND 2	1	11.1	1173	21.0
4	OTHER	-	-	-	-
	TOTAL	9	100.0	5592	100.0
FIELD 8-12	MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0	NO PROVISION	2	22.2	1022	18.3
1	LESS THAN $4.00	-	-	-	-
2	$4.00 TO $4.99	-	-	-	-
3	$5.00 TO $5.99	-	-	-	-
4	$6.00 TO $6.99	1	11.1	950	17.0
5	$7.00 AND MORE	-	-	-	-
6	MEAL PROVIDED	4	44.4	2680	47.9
7	OTHER	2	22.2	940	16.8
	TOTAL	9	100.0	5592	100.0
FIELD 8-13	RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0	NO PROVISION	8	88.9	5392	96.4
1	1 1/2 X	-	-	-	-
2	1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3	2 X	-	-	-	-
4	FLAT AMOUNT	1	11.1	200	3.6
5	OTHER	-	-	-	-
	TOTAL	9	100.0	5592	100.0

FIELD 8-14 STAND-BY PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	66.7	4370	78.1
1 PROVISION	3	33.3	1222	21.9
TOTAL	9	100.0	5592	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	4642	83.0
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	1	11.1	950	17.0
TOTAL	9	100.0	5592	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	5	55.6	2867	51.3
4 50 - 75 CENTS PER HOUR	3	33.3	2611	46.7
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	1	11.1	114	2.0
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	1071	19.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	2	22.2	586	10.5
4 50 - 74 CENTS PER HOUR	3	33.3	1963	35.1
5 75¢ - $1.00 PER HOUR	2	22.2	1858	33.2
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	1	11.1	114	2.0
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	8	88.9	4521	80.8
1 PROVISION	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0
SECTION 9 - PAID HOLIDAYS				
FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	4	44.4	1959	35.0
5 TWELVE DAYS	5	55.6	3633	65.0
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	-	-	-	-
1 MINIMUM LENGTH OF SERVICE	-	-	-	-
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	5	55.6	3633	65.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	11.1	200	3.6
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	2	22.2	1409	25.2
7 OTHER	1	11.1	350	6.3
TOTAL	9	100.0	5592	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	3	33.3	1222	21.9
1 LESS THAN ONE MONTH	1	11.1	350	6.3
2 ONE MONTH	2	22.2	1409	25.2
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	2	22.2	1540	27.5
6 OTHER	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	3	33.3	550	9.8
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	3	33.3	2113	37.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	3	33.3	2929	52.4
TOTAL	9	100.0	5592	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	3	33.3	2611	46.7
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	5	55.6	2073	37.1
2 AN EXTRA DAY'S PAY	1	11.1	908	16.2
3 1 OR 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	1	11.1	1173	21.0
1 ANOTHER PAID DAY OFF	3	33.3	1535	27.4
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	5	55.6	2884	51.6
4 NOT GRANTED	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	4	44.4	2090	37.4
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	4	44.4	2329	41.6
4 OTHER	1	11.1	1173	21.0
TOTAL	9	100.0	5592	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	22.2	1763	31.5
4 FIVE WEEKS	1	11.1	236	4.2
5 SIX WEEKS	3	33.3	1222	21.9
6 SEVEN WEEKS	-	-	-	-
7 EIGHT WEEKS	2	22.2	1300	23.2
8 OTHER	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2	ONE YEAR OF SERVICE	1	11.1	950	17.0
3	TWO YEARS	4	44.4	2395	42.8
4	THREE YEARS	3	33.3	2011	36.0
5	FOUR YEARS	-	-	-	-
6	FIVE YEARS	1	11.1	236	4.2
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	9	100.0	5592	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	1	11.1	1071	19.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	1	11.1	950	17.0
4	FOUR YEARS	1	11.1	200	3.6
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	1	11.1	590	10.6
8	EIGHT YEARS	2	22.2	1022	18.3
9	NINE YEARS	-	-	-	-
10	TEN YEARS	3	33.3	1759	31.5
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	9	100.0	5592	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	33.3	2834	50.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	1	11.1	950	17.0
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	1	11.1	200	3.6
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	11.1	350	6.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	3	33.3	1258	22.5
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	4	44.4	3070	54.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	22.2	1300	23.2
21 TWENTY-ONE YEARS	1	11.1	200	3.6
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	2	22.2	1022	18.3
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	9	100.0	5592	100.0

MINING

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	4642	83.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	11.1	950	17.0
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	9	100.0	5592	100.0
32 THIRTY-TWO YEARS	-	-	-	-
33 THIRTY-THREE YEARS	-	-	-	-
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE OR MORE YEARS	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	9	100.0	5592	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	1	11.1	114	2.0
32 THIRTY-TWO YEARS	1	11.1	908	16.2
33 THIRTY-THREE YEARS	5	55.6	3420	61.2
34 THIRTY-FOUR YEARS	1	11.1	200	3.6
35 THIRTY-FIVE YEARS	1	11.1	950	17.0
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	11.1	114	2.0
1 REGULAR PAY	1	11.1	908	16.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	5	55.6	3420	61.2
3 1 OR 2, WHICHEVER IS GREATER	1	11.1	200	3.6
4 OTHER	1	11.1	950	17.0
TOTAL	9	100.0	5592	100.0

FIELD 10-10 VACATION CARRY-OVER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	33.3	1535	27.4
1 WITH LIMITATIONS	3	33.3	1609	28.8
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	1	11.1	590	10.6
4 OTHER	2	22.2	1858	33.2
TOTAL	9	100.0	5592	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	66.7	4220	75.5
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	33.3	1372	24.5
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	5	55.6	3345	59.8
4 FOUR DAYS	1	11.1	1071	19.2
5 FIVE DAYS	-	-	-	-
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	3	33.3	1176	21.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 PROVISION FOR FULL REGULAR PAY	9	100.0	5592	100.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	9	100.0	5592	100.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	1976	35.3
1 17 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	3	33.3	2093	37.4
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	2	22.2	1523	27.2
TOTAL	9	100.0	5592	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	55.6	2326	41.6
1 SENIORITY RETAINED	1	11.1	1173	21.0
2 SENIORITY ACCUMULATED	2	22.2	1022	18.3
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	11.1	1071	19.2
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	5392	96.4
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	11.1	200	3.6
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	4407	78.8
1 LEAVE WITH FULL PAY	1	11.1	114	2.0
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	11.1	1071	19.2
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	1962	35.1
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	22.2	2123	38.0
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	1	11.1	236	4.2
5 OTHER	2	22.2	1271	22.7
TOTAL	9	100.0	5592	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	114	2.0
1 PROVISION	8	88.9	5478	98.0
TOTAL	9	100.0	5592	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	9	100.0	5592	100.0
3 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	33.3	1222	21.9
1 IMMEDIATELY ON BEING EMPLOYED	1	11.1	590	10.6
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	4	44.4	2709	48.4
7 OTHER	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO HEALTH AND WELFARE FUND	9	100.0	5592	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	9	100.0	5592	100.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	9	100.0	5592	100.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	1	11.1	114	2.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	8	88.9	5478	98.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	NO.	%	NO.	%
0 NO PROVISION	8	88.9	5478	98.0
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	1	11.1	114	2.0
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	NO.	%	NO.	%
0 NO PROVISION	8	88.9	5478	98.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	1	11.1	114	2.0
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	NO.	%	NO.	%
0 NO PROVISION	9	100.0	5592	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	NO.	%	NO.	%
0 NO PROVISION	1	11.1	236	4.2
1 100% OF PREMIUM	7	77.8	5156	92.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	11.1	200	3.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	2	22.2	1373	24.6
4 39 WEEKS	-	-	-	-
5 52 WEEKS	5	55.6	3869	69.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	11.1	114	2.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	1	11.1	236	4.2
TOTAL	9	100.0	5592	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	11.1	236	4.2
4 MORE THAN $200 PER WEEK	6	66.7	4069	72.8
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	11.1	114	2.0
9 OTHER	1	11.1	1173	21.0
TOTAL	9	100.0	5592	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	1848	33.0
1 PROVISION	5	55.6	3744	67.0
TOTAL	9	100.0	5592	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	8	88.9	5392	96.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	11.1	200	3.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	22.2	436	7.8
5 MORE THAN $20,000	5	55.6	4134	73.9
6 VARIES ACCORDING TO EARNINGS	2	22.2	1022	18.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1022	18.3
1 100% OF PREMIUM	6	66.7	4370	78.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	11.1	200	3.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1022	18.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	22.2	436	7.8
5 MORE THAN $20,000	5	55.6	4134	73.9
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	11.1	908	16.2
1 100% OF PREMIUM	6	66.7	3275	58.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	22.2	1409	25.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	2	22.2	586	10.5
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	7	77.8	5006	89.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	33.3	2011	36.0
1 PROVISION	6	66.7	3581	64.0
TOTAL	9	100.0	5592	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	2211	39.5
1 UNION	-	-	-	-
2 MANAGEMENT	2	22.2	1409	25.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	33.3	1972	35.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	44.4	3184	56.9
1 PROVISION	5	55.6	2408	43.1
TOTAL	9	100.0	5592	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	11.1	590	10.6
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	-	-	-	-
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	6	66.7	3744	67.0
4 BY UNION REPRESENTATIVE	2	22.2	1258	22.5
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	2	22.2	1540	27.5
3 ONE WEEK	2	22.2	1307	23.4
4 TEN DAYS	-	-	-	-
5 TWO WEEKS	1	11.1	350	6.3
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	2	22.2	1022	18.3
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	2	22.2	1373	24.6
10 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	11.1	114	2.0
1 PROVISION	8	88.9	5478	98.0
TOTAL	9	100.0	5592	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	5	55.6	2361	42.2
1 PROVISION	4	44.4	3231	57.8
TOTAL	9	100.0	5592	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	3	33.3	1222	21.9
2 PERMANENT UMPIRE (NAMED)	3	33.3	2359	42.2
3 TRIPARTITE BOARD	-	-	-	-
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	3	33.3	2011	36.0
6 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NOT PROHIBITED (OR NO MENTION)	5	55.6	3027	54.1
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	4	44.4	2565	45.9
TOTAL	9	100.0	5592	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	6	66.7	3397	60.7
1 PROVISION	3	33.3	2195	39.3
TOTAL	9	100.0	5592	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 JOINT SAFETY COMMITTEE	9	100.0	5592	100.0
2 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	-	-	-	-
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	2	22.2	1022	18.3
5 COMBINATION OF 2 AND 3	1	11.1	236	4.2
6 COMBINATION OF 2 AND 4	1	11.1	590	10.6
7 COMBINATION OF 2, 3 AND 4	5	55.6	3744	67.0
8 OTHER	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	1	11.1	590	10.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	8	88.9	5002	89.4
TOTAL	9	100.0	5592	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	7	77.8	4484	80.2
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	1	11.1	908	16.2
4 OTHER	1	11.1	200	3.6
TOTAL	9	100.0	5592	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	22.2	1300	23.2
1 PROVISION	7	77.8	4292	76.8
TOTAL	9	100.0	5592	100.0

FIELD 14-06 VIDEO DIPSLAY TERMINALS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	4285	76.6
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	11.1	236	4.2
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	11.1	1071	19.2
TOTAL	9	100.0	5592	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	77.8	5006	89.5
1 PROVISION	2	22.2	586	10.5
TOTAL	9	100.0	5592	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	66.7	3023	54.1
1 PROVISION	3	33.3	2569	45.9
TOTAL	9	100.0	5592	100.0

FIELD 15-02 SEXUAL HARASSMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	100.0	5592	100.0
1 PROVISION	-	-	-	-
TOTAL	9	100.0	5592	100.0

FIELD 15-04 JOB EVALUATION PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	5478	98.0
1 PROVISION	1	11.1	114	2.0
TOTAL	9	100.0	5592	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	88.9	5242	93.7
1 PROVISION	1	11.1	350	6.3
TOTAL	9	100.0	5592	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	6	66.7	3852	68.9
1 PROVISION	3	33.3	1740	31.1
TOTAL	9	100.0	5592	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	1	11.1	114	2.0
1 PROVISION	8	88.9	5478	98.0
TOTAL	9	100.0	5592	100.0

PART I: c
MANUFACTURING

(61 agreements covering 69,579 employees)

Food and Beverage
Wood Products
Paper and Allied
  Printing and Publishing
Metals (Primary and Fabricating)
Machinery
Transportation Equipment
Electrical Products
Miscellaneous Manufacturing

MANUFACTURING

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	36	59.0	11612	16.7
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	11	18.0	9441	13.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	1.6	2700	3.9
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	10	16.4	44050	63.3
4 MULTI-UNION AND SINGLE EMPLOYER	3	4.9	1776	2.6
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	20	32.8	2788	4.0
2 200 - 499 EMPLOYEES	19	31.1	5935	8.5
3 500 - 999 EMPLOYEES	8	13.1	5274	7.6
4 1000 - 4999 EMPLOYEES	10	16.4	19782	28.4
5 5000 - 9,999 EMPLOYEES	3	4.9	16800	24.1
6 10,000 OR MORE EMPLOYEES	1	1.6	19000	27.3
TOTAL	61	100.0	69579	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	57	93.4	61879	88.9
1 FEDERAL	4	6.6	7700	11.1
TOTAL	61	100.0	69579	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	61	100.0	69579	100.0
1 PUBLIC	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	2	3.3	7500	10.8
1 MORE THAN 1 YEAR, LESS THAN 2	1	1.6	500	0.7
2 2 YEARS	35	57.4	47945	68.9
3 MORE THAN 2 YEARS, LESS THAN 3	1	1.6	2000	2.9
4 3 YEARS	18	29.5	8224	11.8
5 MORE THAN 3 YEARS	4	6.6	3410	4.9
6 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	1	1.6	120	0.2
2 2ND HALF OF 1987	9	14.8	9586	13.8
3 1ST HALF OF 1988	24	39.3	45952	66.0
4 2ND HALF OF 1988	13	21.3	7526	10.8
5 1ST HALF OF 1989	8	13.1	2349	3.4
6 2ND HALF OF 1989	4	6.6	916	1.3
7 LATER THAN 1989	2	3.3	3130	4.5
TOTAL	61	100.0	69579	100.0

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 EAST AND WEST KOOTENAYS	3	4.9	3719	5.3
1 OKANAGAN	3	4.9	917	1.3
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	33	54.1	9181	13.2
4 VANCOUVER ISLAND	3	4.9	710	1.0
5 CENTRAL INTERIOR	4	6.6	4644	6.7
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	3	4.9	2100	3.0
8 TWO OR MORE REGIONS	11	18.0	47500	68.3
9 INTER-PROVINCIAL	1	1.6	808	1.2
TOTAL	61	100.0	69579	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	11	18.0	19107	27.5
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	23	37.7	36147	52.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	18	29.5	9301	13.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	9	14.8	5024	7.2
4 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	24	39.3	37737	54.2
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	10	16.4	3609	5.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	7	11.5	3276	4.7
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	1.6	2700	3.9
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	5	8.2	6410	9.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	14	23.0	15847	22.8
TOTAL	61	100.0	69579	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	3	4.9	6370	9.2
1 CLOSED SHOP	3	4.9	2876	4.1
2 UNION SHOP	32	52.5	25327	36.4
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	15	24.6	30402	43.7
4 MAINTENANCE OF MEMBERSHIP	6	9.8	4230	6.1
5 RAND FORMULA	2	3.3	374	0.5
6 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	5	8.2	17294	24.9
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	33	54.1	16347	23.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	11	18.0	7375	10.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	3	4.9	2530	3.6
5 COMPULSORY FOR UNION MEMEBERS ONLY	7	11.5	25478	36.6
6 OTHER	2	3.3	555	0.8
TOTAL	61	100.0	69579	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	38	62.3	59644	85.7
1 CROSS PICKET LINES	11	18.0	3412	4.9
2 HOT CARGOES	1	1.6	130	0.2
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	11	18.0	6393	9.2
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.6	1352	1.9
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	29	47.5	12383	17.8
3 DEPARTMENT (BRANCH, DIVISION)	2	3.3	251	0.4
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	9	14.8	28388	40.8
6 EMPLOYER AND CRAFT	5	8.2	2002	2.9
7 COMBINATION OF THE ABOVE	9	14.8	20409	29.3
8 OTHER	3	4.9	4794	6.9
TOTAL	61	100.0	69579	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	4.9	5160	7.4
1 ONE CALENDAR MONTH	7	11.5	12955	18.6
2 TWO CALENDAR MONTHS	5	8.2	4491	6.5
3 THREE CALENDAR MONTHS	3	4.9	1084	1.6
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	12	19.7	32680	47.0
6 FORTY-FIVE WORKING DAYS	5	8.2	1367	2.0
7 SIXTY WORKING DAYS	4	6.6	1087	1.6
8 240 WORKING DAYS	-	-	-	-
9 OTHER	22	36.1	10755	15.5
TOTAL	61	100.0	69579	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	14.8	30841	44.3
1 STRAIGHT SENIORITY	1	1.6	1500	2.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	26	42.6	24941	35.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	16	26.2	10197	14.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	13.1	1894	2.7
5 OTHER	1	1.6	206	0.3
TOTAL	61	100.0	69579	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	3.3	5000	7.2
1 STRAIGHT SENIORITY	7	11.5	5126	7.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	40	65.6	47706	68.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	11.5	5771	8.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	8.2	5976	8.6
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	22	36.1	54499	78.3
1	LESS THAN 24 HOURS	2	3.3	900	1.3
2	24 HOURS TO 48 HOURS	11	18.0	5886	8.5
3	72 HOURS	2	3.3	320	0.5
4	ONE WEEK	1	1.6	250	0.4
5	TWO WEEKS	6	9.8	2308	3.3
6	ONE MONTH	3	4.9	1246	1.8
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	9	14.8	2865	4.1
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	3.3	865	1.2
9	OTHER	3	4.9	440	0.6
	TOTAL	61	100.0	69579	100.0

FIELD 3-06 RECALL PROCEDURE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	5	8.2	5513	7.9
1	STRAIGHT SENIORITY	11	18.0	8021	11.5
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	39	63.9	48161	69.2
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	6.6	2484	3.6
4	SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5	UNION HIRING HALL REFERRAL	1	1.6	400	0.6
6	OTHER	1	1.6	5000	7.2
	TOTAL	61	100.0	69579	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	10	16.4	9596	13.8
1	FAILURE TO REPORT WHEN NOTIFIED	10	16.4	7065	10.2
2	AFTER A SPECIFIED PERIOD OFF WORK	3	4.9	515	0.7
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	38	62.3	52403	75.3
	TOTAL	61	100.0	69579	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	7	11.5	7641	11.0
1	LESS THAN SIX MONTHS	2	3.3	2950	4.2
2	SIX MONTHS	2	3.3	220	0.3
3	SEVEN TO TWELVE MONTHS	1	1.6	808	1.2
4	TWELVE MONTHS	12	19.7	6877	9.9
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	9	14.8	2902	4.2
6	MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	22	36.1	44551	64.0
8	NOT SPECIFIED OR INDEFINITE	6	9.8	3630	5.2
9	SENIORITY LOST ON LAYOFF	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	34	55.7	33384	48.0
1	UP TO 1 YEAR	7	11.5	25546	36.7
2	12 - 24 MONTHS	5	8.2	601	0.9
3	MORE THAN 24 MONTHS	4	6.6	5150	7.4
4	VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5	OTHER	11	18.0	4898	7.0
	TOTAL	61	100.0	69579	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	32	52.5	28136	40.4
1 SENIORITY LOST ON TRANSFER	1	1.6	230	0.3
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	16	26.2	15605	22.4
3 SENIORITY RETAINED INDEFINITELY	11	18.0	25208	36.2
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	1.6	400	0.6
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	52	85.2	63622	91.4
1 FOR UNION OFFICIALS	5	8.2	5002	7.2
2 SPECIAL SKILLS, APPRENTICES	3	4.9	555	0.8
3 COMBINATION OF ALTERNATIVES	1	1.6	400	0.6
4 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	34.4	26646	38.3
1 PROVISION	40	65.6	42933	61.7
TOTAL	61	100.0	69579	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	72.1	61282	88.1
1 OLDER WORKERS	1	1.6	250	0.4
2 DISABLED WORKERS	13	21.3	7391	10.6
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	3	4.9	656	0.9
TOTAL	61	100.0	69579	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	54	88.5	66308	95.3
1 PROVISION	7	11.5	3271	4.7
TOTAL	61	100.0	69579	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	27.9	28392	40.8
1 APPRENTICESHIP	25	41.0	17044	24.5
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	3	4.9	460	0.7
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	2	3.3	1200	1.7
5 1 AND 3	2	3.3	7090	10.2
6 2 AND 3	2	3.3	4200	6.0
7 1, 2 AND 3	7	11.5	10163	14.6
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	3	4.9	1030	1.5
TOTAL	61	100.0	69579	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	32	52.5	39083	56.2
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	1.6	400	0.6
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	4	6.6	1438	2.1
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	5	8.2	3050	4.4
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	19	31.1	25608	36.8
TOTAL	61	100.0	69579	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	49	80.3	63286	91.0
1 REDUCTION IN NORMAL HOURS OF WORK	4	6.6	1090	1.6
2 CHANGE IN TYPE OF WORK	5	8.2	3878	5.6
3 COMBINATION OF 1 AND 2	2	3.3	925	1.3
4 OTHER	1	1.6	400	0.6
TOTAL	61	100.0	69579	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	31	50.8	55268	79.4
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	25	41.0	7251	10.4
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	5	8.2	7060	10.1
TOTAL	61	100.0	69579	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	45	73.8	62591	90.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	6	9.8	4756	6.8
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	4	6.6	1060	1.5
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.6	180	0.3
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.6	202	0.3
5 OTHER	4	6.6	790	1.1
TOTAL	61	100.0	69579	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	42	68.9	64066	92.1
1 PROHIBITED	3	4.9	1506	2.2
2 PERMITTED - WITH RESTRICTIONS	14	23.0	3717	5.3
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	2	3.3	290	0.4
TOTAL	61	100.0	69579	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	37.7	21212	30.5
1 UNION-MANAGEMENT CONSULTATION ONLY	19	31.1	19760	28.4
2 ARBITRATION IF CONSULTATION FAILS	18	29.5	9607	13.8
3 OTHER	1	1.6	19000	27.3
TOTAL	61	100.0	69579	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	13	21.3	8064	11.6
1 LESS THAN THREE MONTHS	7	11.5	6290	9.0
2 THREE MONTHS	12	19.7	2888	4.2
3 SIX MONTHS	18	29.5	43989	63.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	10	16.4	7848	11.3
6 OTHER	1	1.6	500	0.7
TOTAL	61	100.0	69579	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	30	49.2	26296	37.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	22	36.1	40232	57.8
2 CONSULTATION - DETAILS UNSPECIFIED	9	14.8	3051	4.4
3 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	48	78.7	52571	75.6
1 PROVISION	13	21.3	17008	24.4
TOTAL	61	100.0	69579	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	15	24.6	8043	11.6
1 STRAIGHT LAYOFF	2	3.3	2500	3.6
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	31	50.8	46579	66.9
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	2	3.3	3130	4.5
5 COMBINATION	8	13.1	7851	11.3
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	3	4.9	1476	2.1
TOTAL	61	100.0	69579	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	34	55.7	45765	65.8
1 LESS THAN ONE YEAR	2	3.3	1815	2.6
2 ONE YEAR	14	23.0	15156	21.8
3 TWO YEARS	4	6.6	1681	2.4
4 THREE YEARS	3	4.9	2252	3.2
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	4	6.6	2910	4.2
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	24	39.3	16204	23.3
1 ONE WEEK'S PAY PER YEAR OF SERVICE	19	31.1	44766	64.3
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	5	8.2	1445	2.1
3 VARIES ACCORDING TO LENGTH OF SERVICE	11	18.0	6775	9.7
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	3.3	389	0.6
TOTAL	61	100.0	69579	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	49.2	19020	27.3
1 LESS THAN 20 WEEKS' PAY	4	6.6	2790	4.0
2 20 - 25 WEEKS' PAY	5	8.2	1817	2.6
3 26 - 29 WEEKS' PAY	1	1.6	230	0.3
4 30 - 51 WEEKS' PAY	13	21.3	41801	60.1
5 52 WEEK'S PAY OR MORE	2	3.3	566	0.8
6 NO MAXIMUM	5	8.2	1855	2.7
7 OTHER	1	1.6	1500	2.2
TOTAL	61	100.0	69579	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	72.1	32493	46.7
1 LESS THAN THREE MONTHS	10	16.4	13795	19.8
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	1.6	500	0.7
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	3	4.9	1476	2.1
4 MENTIONED, NOT SPECIFIED	1	1.6	19000	27.3
5 BY LENGTH OF SERVICE	2	3.3	2315	3.3
6 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	23.0	12596	18.1
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	18	29.5	8938	12.8
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	4.9	3230	4.6
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	5	8.2	6740	9.7
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	21	34.4	38075	54.7
6 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	41.0	20368	29.3
1 COMPANY PROGRAM	7	11.5	2011	2.9
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	1	1.6	500	0.7
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	13	21.3	25041	36.0
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	15	24.6	21659	31.1
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	60	98.4	69459	99.8
1 PROVISION	1	1.6	120	0.2
TOTAL	61	100.0	69579	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	60	98.4	69459	99.8
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	1	1.6	120	0.2
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	4	6.6	4984	7.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	2	3.3	280	0.4
2 WAGE ADJUSTMENT YEARLY	38	62.3	54389	78.2
3 IRREGULARLY SCHEDULED WAGE INCREASES	12	19.7	3024	4.3
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	5	8.2	6902	9.9
TOTAL	61	100.0	69579	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	57	93.4	68712	98.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	1.6	187	0.3
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	1.6	100	0.1
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	3.3	580	0.8
TOTAL	61	100.0	69579	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	24	39.3	18368	26.4
1 SEVERANCE PAY PLAN	33	54.1	48235	69.3
2 LAYOFF BENEFITS PLAN	2	3.3	1600	2.3
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	2	3.3	1376	2.0
TOTAL	61	100.0	69579	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	58	95.1	66229	95.2
1 PROVISION	3	4.9	3350	4.8
TOTAL	61	100.0	69579	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	33	54.1	34897	50.2
1 LESS THAN ONE YEAR	5	8.2	8273	11.9
2 ONE YEAR	11	18.0	21776	31.3
3 TWO YEARS	4	6.6	1681	2.4
4 THREE YEARS	1	1.6	300	0.4
5 FIVE YEARS	2	3.3	500	0.7
6 TEN YEARS	2	3.3	1376	2.0
7 OTHER	3	4.9	776	1.1
TOTAL.	61	100.0	69579	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	37.7	18268	26.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	2	3.3	5220	7.5
2 ONE WEEK'S PAY PER YEAR OF SERVICE	11	18.0	36342	52.2
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	5	8.2	1564	2.2
4 VARIES ACCORDING TO LENGTH OF SERVICE	16	26.2	7211	10.4
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	4	6.6	974	1.4
TOTAL	61	100.0	69579	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	34	55.7	41882	60.2
1 LESS THAN 20 WEEKS' PAY	5	8.2	1963	2.8
2 20 WEEKS' PAY	5	8.2	1797	2.6
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	6	9.8	13241	19.0
6 NO MAXIMUM	8	13.1	7820	11.2
7 OTHER	3	4.9	2876	4.1
TOTAL	61	100.0	69579	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	72.1	59444	85.4
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	17	27.9	10135	14.6
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	72.1	59444	85.4
1 AUTOMATIC MONTHLY ADJUSTMENT	3	4.9	442	0.6
2 AUTOMATIC QUARTERLY ADJUSTMENT	3	4.9	755	1.1
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	6	9.8	3343	4.8
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	3	4.9	2465	3.5
7 REVIEW AT IRREGULAR INTERVALS	2	3.3	3130	4.5
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			2288	3.3
6 EIGHT HOURS			59881	86.9
7 MORE THAN EIGHT HOURS			1329	1.9
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			5390	7.8
TOTAL			68888	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			77	11.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			172	24.9
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			442	64.0
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			691	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			3804	5.5
3 FIVE DAYS			60584	87.9
4 VARIES BY SEASON, LOCATION, ETC.			4500	6.5
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			68888	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			691	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			691	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			500	0.7
3 37 1/2 HOURS			-	-
4 40 HOURS			59881	86.9
5 MORE THAN 40 HOURS			-	-
6 OTHER			8507	12.3
TOTAL			68888	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			77	11.1
3 37 1/2 HOURS			172	24.9
4 40 HOURS			442	64.0
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			691	100.0

MANUFACTURING

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.6	3626	5.2
1 TWO DAYS (CONSECUTIVE)	52	85.2	54243	78.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	1	1.6	259	0.4
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	4.9	6951	10.0
7 OTHER	1	1.6	4500	6.5
TOTAL	61	100.0	69579	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	38	62.3	55305	79.5
1 THREE HOURS' PAY	1	1.6	2700	3.9
2 FOUR HOURS' PAY	11	18.0	5040	7.2
3 FULL SHIFT'S PAY	6	9.8	4426	6.4
4 OTHER	5	8.2	2108	3.0
TOTAL	61	100.0	69579	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	48	78.7	62995	90.5
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	7	11.5	3976	5.7
3 OTHER	6	9.8	2608	3.7
TOTAL	61	100.0	69579	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	23.0	25697	36.9
1 TWO FOR A TOTAL OF 20 MINUTES	25	41.0	36236	52.1
2 TWO FOR A TOTAL OF 30 MINUTES	17	27.9	6723	9.7
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	2	3.3	320	0.5
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	1.6	140	0.2
6 OTHER	2	3.3	463	0.7
TOTAL	61	100.0	69579	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	26	42.6	43259	62.2
1 LESS THAN ONE DAY (24 HOURS)	8	13.1	14050	20.2
2 ONE DAY (24 HOURS)	10	16.4	6063	8.7
3 MORE THAN ONE DAY LESS THAN THREE	7	11.5	1986	2.9
4 THREE DAYS TO LESS THAN SEVEN	5	8.2	3056	4.4
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.6	100	0.1
8 OTHER	4	6.6	1065	1.5
TOTAL	61	100.0	69579	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	54	88.5	38631	55.5
1 PROVISION	7	11.5	30948	44.5
TOTAL	61	100.0	69579	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	43	70.5	63730	91.6
1 PROVISION	18	29.5	5849	8.4
TOTAL	61	100.0	69579	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	59	96.7	68867	99.0
1 PROVISION	2	3.3	712	1.0
TOTAL	61	100.0	69579	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	55	90.2	67089	96.4
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	3.3	1391	2.0
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM CF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	4	6.6	1099	1.6
TOTAL	61	100.0	69579	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	7	11.5	17651	25.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	14.8	4214	6.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	15	24.6	33029	47.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.6	100	0.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	23	37.7	9015	13.0
7 OTHER	6	9.8	5570	8.0
TOTAL	61	100.0	69579	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	9	14.8	21051	30.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	6	9.8	3299	4.7
3 1 1/2 X FOR THREE HOURS, THEN 2 X	12	19.7	29675	42.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.6	100	0.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	3.3	354	0.5
6 2 X	24	39.3	9115	13.1
7 OTHER	7	11.5	5985	8.6
TOTAL	61	100.0	69579	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.6	5270	7.6
1 1 1/2 X	14	23.0	39055	56.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	3.3	712	1.0
4 1 1/2 X FOR THREE HOURS, THEN 2 X	4	6.6	6000	8.6
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	9.8	1416	2.0
6 2 X	26	42.6	10566	15.2
7 OTHER	5	8.2	6560	9.4
TOTAL	61	100.0	69579	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	4.9	5250	7.5
1 1 1/2 X	6	9.8	13121	18.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.6	400	0.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	45	73.8	43448	62.4
6 3 X	1	1.6	1500	2.2
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	5	8.2	5860	8.4
TOTAL	61	100.0	69579	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	16.4	10916	15.7
1 PAY ONLY	33	54.1	40250	57.8
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	16	26.2	17037	24.5
4 OTHER	2	3.3	1376	2.0
TOTAL	61	100.0	69579	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	33	54.1	45762	65.8
1 RIGHT TO REFUSE	26	42.6	21967	31.6
2 NO RIGHT TO REFUSE	1	1.6	100	0.1
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	1.6	1750	2.5
4 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	28	45.9	53992	77.6
1 BASED ON SENIORITY	14	23.0	7851	11.3
2 SHARED AMONG ALL EMPLOYEES	18	29.5	7549	10.8
3 OTHER	1	1.6	187	0.3
TOTAL	61	100.0	69579	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	25	41.0	14160	20.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	17	27.9	39368	56.6
2 1 1/2 X	5	8.2	6660	9.6
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	5	8.2	3356	4.8
6 FLAT AMOUNT PER HOUR OR DAY	7	11.5	2905	4.2
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	2	3.3	3130	4.5
TOTAL	61	100.0	69579	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	25	41.0	13452	19.3
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	7	11.5	4480	6.4
2 1 1/2 X	12	19.7	41371	59.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	6	9.8	3476	5.0
6 FLAT AMOUNT PER HOUR OR PER DAY	7	11.5	3245	4.7
7 PERCENTAGE OF REGULAR RATE	1	1.6	259	0.4
8 OTHER	3	4.9	3296	4.7
TOTAL	61	100.0	69579	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	7	11.5	6315	9.1
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	3	4.9	19287	27.7
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	3	4.9	4570	6.6
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	14	23.0	15643	22.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	1.6	285	0.4
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	5	8.2	3880	5.6
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	9	14.8	10842	15.6
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	11	18.0	4369	6.3
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	4.9	1726	2.5
12 OTHER	5	8.2	2662	3.8
TOTAL	61	100.0	69579	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	20	32.8	37072	53.3
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	35	57.4	29969	43.1
2 ON DESIGNATED SHIFTS	2	3.3	306	0.4
3 1 AND 2	3	4.9	2030	2.9
4 OTHER	1	1.6	202	0.3
TOTAL	61	100.0	69579	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	16	26.2	12027	17.3
1 LESS THAN $4.00	1	1.6	500	0.7
2 $4.00 TO $4.99	1	1.6	1500	2.2
3 $5.00 TO $5.99	3	4.9	860	1.2
4 $6.00 TO $6.99	2	3.3	353	0.5
5 $7.00 AND MORE	10	16.4	3601	5.2
6 MEAL PROVIDED	21	34.4	49092	70.6
7 OTHER	7	11.5	1646	2.4
TOTAL	61	100.0	69579	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	58	95.1	68441	98.4
1 1 1/2 X	2	3.3	948	1.4
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	1	1.6	190	0.3
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	54	88.5	68061	97.8
1 PROVISION	7	11.5	1518	2.2
TOTAL	61	100.0	69579	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	41	67.2	61550	88.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	7	11.5	2514	3.6
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	9	14.8	4754	6.8
3 PERCENTAGE OF REGULAR RATE	1	1.6	151	0.2
4 REDUCED SHIFT	-	-	-	-
5 OTHER	3	4.9	610	0.9
TOTAL	61	100.0	69579	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	3	4.9	4910	7.1
1 LESS THAN 20 CENTS PER HOUR	1	1.6	315	0.5
2 20 - 29 CENTS PER HOUR	5	8.2	1281	1.8
3 30 - 49 CENTS PER HOUR	22	36.1	46223	66.4
4 50 - 75 CENTS PER HOUR	4	6.6	3560	5.1
5 MORE THAN 75 CENTS PER HOUR	3	4.9	1332	1.9
6 1/2 HOUR'S PAY PER SHIFT	2	3.3	440	0.6
7 1 HOUR'S PAY PER SHIFT	3	4.9	1476	2.1
8 PERCENTAGE OF HOURLY WAGE RATE	3	4.9	925	1.3
9 FLAT AMOUNT PER SHIFT	1	1.6	430	0.6
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	3	4.9	1052	1.5
11 OTHER	11	18.0	7635	11.0
TOTAL	61	100.0	69579	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	12	19.7	10143	14.6
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	1.6	100	0.1
3 30 - 49 CENTS PER HOUR	14	23.0	30399	43.7
4 50 - 74 CENTS PER HOUR	8	13.1	13281	19.1
5 75¢ - $1.00 PER HOUR	5	8.2	6170	8.9
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	5	8.2	2188	3.1
10 PERCENTAGE OF HOURLY WAGE RATE	1	1.6	259	0.4
11 FLAT AMOUNT PER SHIFT	1	1.6	430	0.6
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	3	4.9	1052	1.5
13 OTHER	11	18.0	5557	8.0
TOTAL	61	100.0	69579	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	56	91.8	65045	93.5
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	5	8.2	4534	6.5
9 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD 8-19	MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0	NO PROVISION	52	85.2	68061	97.8
1	PROVISION	9	14.8	1518	2.2
	TOTAL	61	100.0	69579	100.0
FIELD 8-20	ISOLATION/NORTHERN ALLOWANCE				
0	NO PROVISION	57	93.4	49289	70.8
1	PROVISION	4	6.6	20290	29.2
	TOTAL	61	100.0	69579	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01	NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0	NO PROVISION	1	1.6	4500	6.5
1	EIGHT DAYS OR LESS	-	-	-	-
2	NINE DAYS	-	-	-	-
3	TEN DAYS	6	9.8	974	1.4
4	ELEVEN DAYS	29	47.5	39299	56.5
5	TWELVE DAYS	20	32.8	23054	33.1
6	THIRTEEN DAYS	4	6.6	1467	2.1
7	FOURTEEN DAYS	-	-	-	-
8	FIFTEEN DAYS	-	-	-	-
9	SIXTEEN DAYS OR MORE	-	-	-	-
10	OTHER	1	1.6	285	0.4
	TOTAL	61	100.0	69579	100.0
FIELD 9-02	REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0	NO PROVISION	8	13.1	6028	8.7
1	MINIMUM LENGTH OF SERVICE	9	14.8	3092	4.4
2	WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	1.6	400	0.6
3	WORK ON SCHEDULED DAY AFTER HOLIDAY	1	1.6	259	0.4
4	WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	8	13.1	4300	6.2
5	WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	1.6	1500	2.2
6	MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	32	52.5	53813	77.3
7	OTHER	1	1.6	187	0.3
	TOTAL	61	100.0	69579	100.0
FIELD 9-03	MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0	NO PROVISION	21	34.4	32214	46.3
1	LESS THAN ONE MONTH	4	6.6	771	1.1
2	ONE MONTH	15	24.6	11102	16.0
3	TWO MONTHS	-	-	-	-
4	MORE THAN TWO MONTHS	3	4.9	1876	2.7
5	DESIGNATED NUMBER OF SHIFTS OR HOURS	14	23.0	20534	29.5
6	OTHER	4	6.6	3082	4.4
	TOTAL	61	100.0	69579	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	3.3	4600	6.6
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	17	27.9	46875	67.4
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	37	60.7	16023	23.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	5	8.2	2081	3.0
TOTAL	61	100.0	69579	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	15	24.6	36110	51.9
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	41	67.2	32462	46.7
2 AN EXTRA DAY'S PAY	2	3.3	620	0.9
3 1 OR 2	3	4.9	387	0.6
4 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	22	36.1	51513	74.0
1 ANOTHER PAID DAY OFF	27	44.3	10760	15.5
2 ANOTHER DAY'S PAY	4	6.6	3100	4.5
3 1 OR 2	8	13.1	4206	6.0
4 NOT GRANTED	-	-	-	-
TOTAL	61	100.0	69579	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	32	52.5	45561	65.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	4.9	2876	4.1
2 ONE WEEK AFTER 6 MONTHS	1	1.6	166	0.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	17	27.9	16878	24.3
4 OTHER	8	13.1	4098	5.9
TOTAL	61	100.0	69579	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	1.6	4500	6.5
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	1.6	120	0.2
3 FOUR WEEKS	1	1.6	400	0.6
4 FIVE WEEKS	8	13.1	2147	3.1
5 SIX WEEKS	23	37.7	11208	16.1
6 SEVEN WEEKS	23	37.7	47814	68.7
7 EIGHT WEEKS	1	1.6	190	0.3
8 OTHER	3	4.9	3200	4.6
TOTAL	61	100.0	69579	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.6	7626	11.0
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	6	9.8	2085	3.0
3 TWO YEARS	21	34.4	47093	67.7
4 THREE YEARS	17	27.9	6620	9.5
5 FOUR YEARS	8	13.1	5105	7.3
6 FIVE YEARS	5	8.2	1050	1.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.6	5996	8.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	1	1.6	1750	2.5
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	2	3.3	666	1.0
6 SIX YEARS	5	8.2	1613	2.3
7 SEVEN YEARS	17	27.9	43781	62.9
8 EIGHT YEARS	15	24.6	8888	12.8
9 NINE YEARS	7	11.5	4098	5.9
10 TEN YEARS	7	11.5	2007	2.9
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	1.6	400	0.6
13 THIRTEEN YEARS	1	1.6	250	0.4
14 FOURTEEN YEARS	1	1.6	130	0.2
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	5	8.2	6396	9.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	3	4.9	2416	3.5
11	ELEVEN YEARS	1	1.6	194	0.3
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	3	4.9	1038	1.5
14	FOURTEEN YEARS	10	16.4	3214	4.6
15	FIFTEEN YEARS	21	34.4	45127	64.9
16	SIXTEEN YEARS	3	4.9	3200	4.6
17	SEVENTEEN YEARS	3	4.9	2620	3.8
18	EIGHTEEN YEARS	6	9.8	3959	5.7
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	5	8.2	1285	1.8
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	1	1.6	130	0.2
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	14	23.0	10293	14.8
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	1	1.6	194	0.3
17	SEVENTEEN YEARS	2	3.3	310	0.4
18	EIGHTEEN YEARS	6	9.8	3015	4.3
19	NINETEEN YEARS	1	1.6	100	0.1
20	TWENTY YEARS	10	16.4	3524	5.1
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	3	4.9	611	0.9
24	TWENTY-FOUR YEARS	10	16.4	41190	59.2
25	TWENTY-FIVE YEARS	7	11.5	3761	5.4
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	3	4.9	3200	4.6
28	TWENTY-EIGHT YEARS	2	3.3	3130	4.5
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	2	3.3	251	0.4
	TOTAL	61	100.0	69579	100.0

MANUFACTURING

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	37	60.7	21506	30.9
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	1	1.6	1750	2.5
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	1	1.6	130	0.2
23	TWENTY-THREE YEARS	2	3.3	294	0.4
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	5	8.2	3391	4.9
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	3	4.9	611	0.9
30	THIRTY YEARS	12	19.7	41897	60.2
31	THIRTY-ONE YEARS	60	98.4	69389	99.7
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	60	98.4	69389	99.7
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	1.6	190	0.3
31	THIRTY-ONE YEARS	3	4.9	5730	8.2
32	THIRTY-TWO YEARS	5	8.2	4656	6.7
33	THIRTY-THREE YEARS	24	39.3	11828	17.0
34	THIRTY-FOUR YEARS	29	47.5	47365	68.1
35	THIRTY-FIVE YEARS	-	-	-	-
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 10-09 ANNUAL VACATION PAY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	3	4.9	5730	8.2
1	REGULAR PAY	5	8.2	4656	6.7
2	PERCENTAGE OF YEARLY GROSS EARNINGS	24	39.3	11828	17.0
3	1 OR 2, WHICHEVER IS GREATER	29	47.5	47365	68.1
4	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 10-10 VACATION CARRY-OVER

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	35	57.4	50262	72.2
1	WITH LIMITATIONS	6	9.8	2697	3.9
2	WITHOUT LIMITATIONS	1	1.6	166	0.2
3	NOT ALLOWED	18	29.5	16248	23.4
4	OTHER	1	1.6	206	0.3
	TOTAL	61	100.0	69579	100.0

MANUFACTURING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	46	75.4	55305	79.5
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	3.3	350	0.5
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	11	18.0	13531	19.4
3 OTHER	2	3.3	393	0.6
TOTAL	61	100.0	69579	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	1	1.6	180	0.3
3 THREE DAYS	48	78.7	60432	86.9
4 FOUR DAYS	1	1.6	206	0.3
5 FIVE DAYS	1	1.6	187	0.3
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	8	13.1	3908	5.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	2	3.3	4666	6.7
TOTAL	61	100.0	69579	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	5	8.2	6790	9.8
1 PROVISION FOR FULL REGULAR PAY	55	90.2	62289	89.5
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	1.6	500	0.7
TOTAL	61	100.0	69579	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	10	16.4	8628	12.4
1 PAID LEAVE	2	3.3	374	0.5
2 UNPAID LEAVE	37	60.7	37181	53.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	8	13.1	1637	2.4
4 OTHER	4	6.6	21759	31.3
TOTAL	61	100.0	69579	100.0
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	61	100.0	69579	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	54	88.5	65906	94.7
1 ONE MONTHS' SERVICE	1	1.6	100	0.1
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	1	1.6	130	0.2
4 OTHER	5	8.2	3443	4.9
TOTAL	61	100.0	69579	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	24	39.3	13242	19.0
1 17 WEEKS	1	1.6	1500	2.2
2 18 WEEKS	5	8.2	1856	2.7
3 19 - 25 WEEKS	6	9.8	3937	5.7
4 26 WEEKS	2	3.3	750	1.1
5 27 - 52 WEEKS	7	11.5	4460	6.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	9	14.8	29665	42.6
8 OTHER	7	11.5	14169	20.4
TOTAL	61	100.0	69579	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	60	98.4	69419	99.8
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	1.6	160	0.2
TOTAL	61	100.0	69579	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	43	70.5	58542	84.1
1 SENIORITY RETAINED	1	1.6	130	0.2
2 SENIORITY ACCUMULATED	11	18.0	9577	13.8
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	5	8.2	930	1.3
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	1	1.6	400	0.6
TOTAL	61	100.0	69579	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	58	95.1	68757	98.8
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	3.3	472	0.7
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	1	1.6	350	0.5
TOTAL	61	100.0	69579	100.0
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	60	98.4	69229	99.5
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	1	1.6	350	0.5
3 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	42	68.9	20316	29.2
1 LEAVE WITH FULL PAY	5	8.2	15156	21.8
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	11	18.0	32202	46.3
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	3	4.9	1905	2.7
TOTAL	61	100.0	69579	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	61	100.0	69579	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	27	44.3	19781	28.4
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	3.3	456	0.7
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	13	21.3	18339	26.4
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	6.6	6000	8.6
4 MENTIONED BUT NOT SPECIFIED	1	1.6	202	0.3
5 OTHER	14	23.0	24801	35.6
TOTAL	61	100.0	69579	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	18.0	13400	19.3
1 PROVISION	50	82.0	56179	80.7
TOTAL	61	100.0	69579	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	1.6	120	0.2
1 HEALTH AND WELFARE FUND	13	21.3	8378	12.0
2 SERIES OF PLANS	46	75.4	56581	81.3
3 OTHER	1	1.6	4500	6.5
TOTAL	61	100.0	69579	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	21.3	10954	15.7
1 IMMEDIATELY ON BEING EMPLOYED	4	6.6	2370	3.4
2 ONE MONTH	7	11.5	17820	25.6
3 THREE MONTHS	4	6.6	2013	2.9
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	22	36.1	30771	44.2
7 OTHER	11	18.0	5651	8.1
TOTAL	61	100.0	69579	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD 12-03	EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0	NO HEALTH AND WELFARE FUND	46	75.4	61001	87.7
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	3	4.9	3200	4.6
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	-	-	-	-
5	50 - 74 CENTS PER HOUR	2	3.3	630	0.9
6	75 CENTS - $1.00 PER HOUR	-	-	-	-
7	MORE THAN $1.00 PER HOUR	6	9.8	4188	6.0
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	2	3.3	300	0.4
9	OTHER	2	3.3	260	0.4
	TOTAL	61	100.0	69579	100.0
FIELD 12-04	EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0	PLAN NOT MENTIONED IN AGREEMENT	2	3.3	307	0.4
1	100% OF PREMIUM	43	70.5	56165	80.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	4.9	3200	4.6
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	100	0.1
5	50% OF PREMIUM	4	6.6	5076	7.3
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
10	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0
FIELD 12-05	EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0	PLAN NOT MENTIONED IN AGREEMENT	4	6.6	5357	7.7
1	100% OF PREMIUM	42	68.9	55615	79.9
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	4.9	3200	4.6
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	100	0.1
5	50% OF PREMIUM	2	3.3	326	0.5
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
10	OTHER	1	1.6	250	0.4
	TOTAL	61	100.0	69579	100.0
FIELD 12-06	TYPE OF PAID SICK LEAVE				
0	PLAN NOT MENTIONED IN AGREEMENT	12	19.7	10189	14.6
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	3	4.9	2096	3.0
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	34	55.7	53573	77.0
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	12	19.7	3721	5.3
7	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	46	75.4	63762	91.6
1 ONE TO SIX DAYS	10	16.4	3419	4.9
2 SEVEN TO TWELVE DAYS	3	4.9	732	1.1
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	1	1.6	166	0.2
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	1	1.6	1500	2.2
TOTAL	61	100.0	69579	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	50	82.0	64585	92.8
1 30 DAYS OR LESS	8	13.1	4192	6.0
2 31 TO 90 DAYS	1	1.6	430	0.6
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	1	1.6	166	0.2
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	1.6	206	0.3
9 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	53	86.9	65244	93.8
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	2	3.3	1706	2.5
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	3.3	1038	1.5
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	4	6.6	1591	2.3
5 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	21.3	8035	11.5
1 100% OF PREMIUM	27	44.3	38216	54.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.6	590	0.8
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	8.2	12411	17.8
5 50% OF PREMIUM	1	1.6	500	0.7
6 LESS THAN 50% OF PREMIUM	1	1.6	130	0.2
7 FLAT AMOUNT	1	1.6	425	0.6
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	16.4	8762	12.6
9 OTHER	2	3.3	510	0.7
TOTAL	61	100.0	69579	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	19.7	7595	10.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	1.6	160	0.2
3 26 WEEKS	11	18.0	5145	7.4
4 39 WEEKS	-	-	-	-
5 52 WEEKS	18	29.5	44040	63.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	7	11.5	3715	5.3
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	18.0	8824	12.7
8 OTHER	1	1.6	100	0.1
TOTAL	61	100.0	69579	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD 12-12	**MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY**				
0	NO PROVISION	11	18.0	7475	10.7
1	$100 OR LESS	-	-	-	-
2	$101 TO $150 PER WEEK	-	-	-	-
3	$151 TO $200 PER WEEK	-	-	-	-
4	MORE THAN $200 PER WEEK	19	31.1	32533	46.8
5	PERCENTAGE OF EARNINGS	14	23.0	7781	11.2
6	EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	1.6	130	0.2
7	VARIES ACCORDING TO EARNINGS	8	13.1	13836	19.9
8	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	8	13.1	7824	11.2
9	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0
FIELD 12-13	**LONG-TERM INCOME CONTINUANCE INSURANCE PLAN**				
0	NO PROVISION	27	44.3	18377	26.4
1	PROVISION	34	55.7	51202	73.6
	TOTAL	61	100.0	69579	100.0
FIELD 12-14	**EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN**				
0	NO PROVISION	7	11.5	7118	10.2
1	100% OF PREMIUM	41	67.2	54264	78.0
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	100	0.1
5	50% OF PREMIUM	1	1.6	166	0.2
6	FLAT AMOUNT	-	-	-	-
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	4.9	3200	4.6
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
9	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0
FIELD 12-15	**AMOUNT OF LIFE INSURANCE BENEFITS**				
0	NO PROVISION	8	13.1	9818	14.1
1	$5,000 OR LESS	-	-	-	-
2	$5,001 TO $10,000	3	4.9	436	0.6
3	$10,001 TO $15,000	2	3.3	620	0.9
4	$15,001 TO $20,000	5	8.2	2164	3.1
5	MORE THAN $20,000	21	34.4	34278	49.3
6	VARIES ACCORDING TO EARNINGS	9	14.8	13788	19.8
7	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	6.6	3485	5.0
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
9	OTHER	1	1.6	259	0.4
	TOTAL	61	100.0	69579	100.0
FIELD 12-16	**EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**				
0	NO PROVISION	19	31.1	15279	22.0
1	100% OF PREMIUM	33	54.1	49469	71.1
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	100	0.1
5	50% OF PREMIUM	-	-	-	-
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
10	OTHER	-	-	-	-
	TOTAL	61	100.0	69579	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	19	31.1	15279	22.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	2	3.3	306	0.4
3 $10,001 TO $15,000	1	1.6	120	0.2
4 $15,001 TO $20,000	6	9.8	2423	3.5
5 MORE THAN $20,000	17	27.9	33177	47.7
6 VARIES ACCORDING TO EARNINGS	7	11.5	13258	19.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	1.6	285	0.4
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
9 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	3	4.9	4807	6.9
1 100% OF PREMIUM	42	68.9	56081	80.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	6.6	3300	4.7
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.6	100	0.1
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	11.5	4231	6.1
9 OTHER	4	6.6	1060	1.5
TOTAL	61	100.0	69579	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	3	4.9	4807	6.9
1 BASIC (A)	1	1.6	160	0.2
2 BASIC AND EXTENDED (A AND B)	11	18.0	6035	8.7
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	32	52.5	50929	73.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	8.2	2567	3.7
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	13.1	4731	6.8
7 OTHER	1	1.6	350	0.5
TOTAL	61	100.0	69579	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	12	19.7	9373	13.5
1 PROVISION	49	80.3	60206	86.5
TOTAL	61	100.0	69579	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	24	39.3	36435	52.4
1 UNION	12	19.7	5303	7.6
2 MANAGEMENT	12	19.7	6521	9.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	6	9.8	7572	10.9
4 ADMINISTERED BY SEPARATE TRUSTEES	5	8.2	13488	19.4
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	2	3.3	260	0.4
TOTAL	61	100.0	69579	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	40	65.6	56152	80.7
1 PROVISION	21	34.4	13427	19.3
TOTAL	61	100.0	69579	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	2	3.3	19808	28.5
2	BY EMPLOYEE WITH UNION REPRESENTATIVE	13	21.3	4630	6.7
3	BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	16	26.2	14914	21.4
4	BY UNION REPRESENTATIVE	12	19.7	9581	13.8
5	BY GRIEVANCE COMMITTEE	9	14.8	14066	20.2
6	BY WRITTEN NOTICE	6	9.8	1405	2.0
7	BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	3.3	675	1.0
8	OTHER	1	1.6	4500	6.5
	TOTAL	61	100.0	69579	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	19.7	10067	14.5
1	72 HOURS OR LESS	4	6.6	1555	2.2
2	FIVE DAYS	8	13.1	3655	5.3
3	ONE WEEK	2	3.3	1850	2.7
4	TEN DAYS	10	16.4	2373	3.4
5	TWO WEEKS	6	9.8	28150	40.5
6	THREE WEEKS	-	-	-	-
7	ONE MONTH	9	14.8	18149	26.1
8	TWO MONTHS	-	-	-	-
9	VARIES BY TYPE OF GRIEVANCE	6	9.8	2454	3.5
10	OTHER	4	6.6	1326	1.9
	TOTAL	61	100.0	69579	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	44	72.1	56780	81.6
1	PROVISION	17	27.9	12799	18.4
	TOTAL	61	100.0	69579	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	58	95.1	68958	99.1
1	PROVISION	3	4.9	621	0.9
	TOTAL	61	100.0	69579	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	44	72.1	62629	90.0
1	PROVISION	17	27.9	6950	10.0
	TOTAL	61	100.0	69579	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	48	78.7	66302	95.3
1	PROVISION	13	21.3	3277	4.7
	TOTAL	61	100.0	69579	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	3	4.9	6660	9.6
1 SINGLE ARBITRATOR	15	24.6	32097	46.1
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	27	44.3	14758	21.2
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	16	26.2	16064	23.1
6 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	48	78.7	56662	81.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	13	21.3	12917	18.6
TOTAL	61	100.0	69579	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	54	88.5	62485	89.8
1 PROVISION	7	11.5	7094	10.2
TOTAL	61	100.0	69579	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	10	16.4	7640	11.0
1 JOINT SAFETY COMMITTEE	51	83.6	61939	89.0
2 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	10	16.4	7640	11.0
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	33	54.1	29387	42.2
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.6	180	0.3
4 RIGHT TO UNDERTAKE INSPECTIONS	9	14.8	8870	12.7
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	3	4.9	3532	5.1
7 COMBINATION OF 2, 3 AND 4	2	3.3	750	1.1
8 OTHER	3	4.9	19220	27.6
TOTAL	61	100.0	69579	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	12	19.7	8270	11.9
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	35	57.4	25015	36.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	14	23.0	36294	52.2
TOTAL	61	100.0	69579	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	11	18.0	19475	28.0
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	31	50.8	25059	36.0
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	4	6.6	2139	3.1
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	3	4.9	1350	1.9
4 OTHER	12	19.7	21556	31.0
TOTAL	61	100.0	69579	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	45	73.8	61680	88.6
1 PROVISION	16	26.2	7899	11.4
TOTAL	61	100.0	69579	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	59	96.7	68767	98.8
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	1.6	500	0.7
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	1.6	312	0.4
4 OTHER	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	55	90.2	65237	93.8
1 PROVISION	6	9.8	4342	6.2
TOTAL	61	100.0	69579	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	36	59.0	18571	26.7
1 PROVISION	25	41.0	51008	73.3
TOTAL	61	100.0	69579	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	55	90.2	68067	97.8
1 POLICY STATEMENT ONLY	3	4.9	1000	1.4
2 POLICY AND/OR COMPLAINT PROCEDURE	3	4.9	512	0.7
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	61	100.0	69579	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	60	98.4	69229	99.5
1 PROVISION	1	1.6	350	0.5
TOTAL	61	100.0	69579	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	46	75.4	22778	32.7
1 PROVISION	15	24.6	46801	67.3
TOTAL	61	100.0	69579	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	58	95.1	66831	96.1
1 PROVISION	3	4.9	2748	3.9
TOTAL	61	100.0	69579	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	21	34.4	25782	37.1
1 PROVISION	40	65.6	43797	62.9
TOTAL	61	100.0	69579	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	16	26.2	9974	14.3
1 PROVISION	45	73.8	59605	85.7
TOTAL	61	100.0	69579	100.0

PART I: d
CONSTRUCTION

(8 agreements covering 20,475 employees)

SECTION 1 - GENERAL INFORMATION

	CONSTRUCTION			
	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	-	-	-	-
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	62.5	5250	25.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	12.5	9000	44.0
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	25.0	6225	30.4
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	-	-	-	-
2 200 - 499 EMPLOYEES	2	25.0	550	2.7
3 500 - 999 EMPLOYEES	1	12.5	600	2.9
4 1000 - 4999 EMPLOYEES	4	50.0	10325	50.4
5 5000 - 9,999 EMPLOYEES	1	12.5	9000	44.0
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	8	100.0	20475	100.0
1 FEDERAL	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	8	100.0	20475	100.0
1 PUBLIC	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	8	100.0	20475	100.0
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	-	-	-	-
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	-	-	-	-
2 2ND HALF OF 1987	-	-	-	-
3 1ST HALF OF 1988	8	100.0	20475	100.0
4 2ND HALF OF 1988	-	-	-	-
5 1ST HALF OF 1989	-	-	-	-
6 2ND HALF OF 1989	-	-	-	-
7 LATER THAN 1989	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	1	12.5	200	1.0
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	7	87.5	20275	99.0
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	4	50.0	16825	82.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	50.0	3650	17.8
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	1	12.5	1600	7.8
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	6	75.0	17375	84.9
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	-	-	-	-
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	12.5	1500	7.3
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	8	100.0	20475	100.0
2 UNION SHOP	-	-	-	-
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	-	-	-	-
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	8	100.0	20475	100.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	-	-	-	-
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	37.5	14325	70.0
1 CROSS PICKET LINES	-	-	-	-
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	1	12.5	2500	12.2
4 COMBINATION OF 1, 2, AND/OR 3	4	50.0	3650	17.8
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	-	-	-	-
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	-	-	-	-
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	75.0	17625	86.1
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	2	25.0	2850	13.9
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	1	12.5	4725	23.1
1 LESS THAN 24 HOURS	7	87.5	15750	76.9
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	8	100.0	20475	100.0
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	8	100.0	20475	100.0
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	-	-	-	-
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	-	-	-	-
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	-	-	-	-
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	8	100.0	20475	100.0
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	8	100.0	20475	100.0
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	-	-	-	-
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	8	100.0	20475	100.0
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	5	62.5	16025	78.3
1 OLDER WORKERS	2	25.0	1950	9.5
2 DISABLED WORKERS	-	-	-	-
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	1	12.5	4725	23.1
1 APPRENTICESHIP	7	87.5	15750	76.9
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	12.5	4725	23.1
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	4	50.0	5950	29.1
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	12.5	9000	44.0
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	12.5	200	1.0
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	12.5	600	2.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	75.0	15550	75.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	-	-	-	-
3 RATE OF TEMPORARY JOB	2	25.0	4925	24.1
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	50.0	15575	76.1
1 PROHIBITED	4	50.0	4900	23.9
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	15750	76.9
1 UNION-MANAGEMENT CONSULTATION ONLY	-	-	-	-
2 ARBITRATION IF CONSULTATION FAILS	1	12.5	4725	23.1
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS	-	-	-	-
3 SIX MONTHS	-	-	-	-
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	-	-	-	-
3 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	-	-	-	-
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	-	-	-	-
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	17975	87.8
1 COMPANY PROGRAM	-	-	-	-
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	100.0	20475	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	-	-	-	-
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	5	62.5	8375	40.9
3 IRREGULARLY SCHEDULED WAGE INCREASES	3	37.5	12100	59.1
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	8	100.0	20475	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	8	100.0	20475	100.0
1 SEVERANCE PAY PLAN	-	-	-	-
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	7	87.5	17975	87.8
1 PROVISION	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	-	-	-	-
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			20475	100.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			20475	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			0	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			2200	10.7
3 FIVE DAYS			18275	89.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			20475	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			-	-
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			0	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			20475	100.0
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			20475	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			-	-
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			0	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	8	100.0	20475	100.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	4	50.0	3900	19.0
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	3	37.5	11850	57.9
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	8	100.0	20475	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	1	12.5	4725	23.1
1 TWO FOR A TOTAL OF 20 MINUTES	5	62.5	12900	63.0
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	12.5	2500	12.2
6 OTHER	1	12.5	350	1.7
TOTAL	8	100.0	20475	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	5	62.5	13950	68.1
1 LESS THAN ONE DAY (24 HOURS)	2	25.0	1800	8.8
2 ONE DAY (24 HOURS)	-	-	-	-
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	12.5	4725	23.1
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	7	87.5	15750	76.9
1 PROVISION	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	7	87.5	18975	92.7
1 PROVISION	1	12.5	1500	7.3
TOTAL	8	100.0	20475	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	7	87.5	15750	76.9
1 PROVISION	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	7	87.5	19875	97.1
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	1	12.5	600	2.9
TOTAL	8	100.0	20475	100.0
SECTION 8 - OVERTIME AND PREMIUM PAY				
FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	8	100.0	20475	100.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 PAY ONLY	8	100.0	20475	100.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	8	100.0	20475	100.0
1 RIGHT TO REFUSE	-	-	-	-
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	8	100.0	20475	100.0
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	5	62.5	8625	42.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	1	12.5	350	1.7
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	25.0	11500	56.2
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	7	87.5	17975	87.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	12.5	2500	12.2
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	2	25.0	1700	8.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	3	37.5	4700	23.0
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	1	12.5	9000	44.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	1	12.5	350	1.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	12.5	4725	23.1
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	1	12.5	350	1.7
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	6	75.0	19925	97.3
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	12.5	200	1.0
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	3	37.5	4350	21.2
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	-	-	-	-
6 MEAL PROVIDED	5	62.5	16125	78.8
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	7	87.5	17975	87.8
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	7	87.5	20125	98.3
1 PROVISION	1	12.5	350	1.7
TOTAL	8	100.0	20475	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	-	-	-	-
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	2	25.0	6325	30.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	6	75.0	14150	69.1
TOTAL	8	100.0	20475	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	1	12.5	1500	7.3
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	5	62.5	17175	83.9
8 PERCENTAGE OF HOURLY WAGE RATE	2	25.0	1800	8.8
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	1	12.5	9000	44.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 74 CENTS PER HOUR	-	-	-	-
5 75¢ - $1.00 PER HOUR	-	-	-	-
6 MORE THAN $1.00 PER HOUR	1	12.5	1500	7.3
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	12.5	350	1.7
9 TWO HOUR'S PAY PER SHIFT	3	37.5	7825	38.2
10 PERCENTAGE OF HOURLY WAGE RATE	2	25.0	1800	8.8
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	2	25.0	6225	30.4
1 PROVISION	6	75.0	14250	69.6
TOTAL	8	100.0	20475	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
SECTION 9 - PAID HOLIDAYS				
FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	-	-	-	-
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	8	100.0	20475	100.0
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	87.5	15750	76.9
1 MINIMUM LENGTH OF SERVICE	1	12.5	4725	23.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	-	-	-	-
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	87.5	15750	76.9
1 LESS THAN ONE MONTH	1	12.5	4725	23.1
2 ONE MONTH	-	-	-	-
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	8	100.0	20475	100.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	-	-	-	-
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	8	100.0	20475	100.0
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ANOTHER PAID DAY OFF	-	-	-	-
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	8	100.0	20475	100.0
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	12.5	4725	23.1
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	7	87.5	15750	76.9
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	-	-	-	-
5 SIX WEEKS	-	-	-	-
6 SEVEN WEEKS	-	-	-	-
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	1	12.5	4725	23.1
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	7	87.5	15750	76.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	8	100.0	20475	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	8	100.0	20475	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	8	100.0	20475	100.0

CONSTRUCTION

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	8	100.0	20475	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	8	100.0	20475	100.0
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	8	100.0	20475	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	-	-	-	-
32	THIRTY-TWO YEARS	1	12.5	350	1.7
33	THIRTY-THREE YEARS	7	87.5	20125	98.3
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE YEARS	-	-	-	-
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 10-09 ANNUAL VACATION PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	REGULAR PAY	1	12.5	350	1.7
2	PERCENTAGE OF YEARLY GROSS EARNINGS	7	87.5	20125	98.3
3	1 OR 2, WHICHEVER IS GREATER	-	-	-	-
4	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 10-10 VACATION CARRY-OVER

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	8	100.0	20475	100.0
1	WITH LIMITATIONS	-	-	-	-
2	WITHOUT LIMITATIONS	-	-	-	-
3	NOT ALLOWED	-	-	-	-
4	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	11475	56.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	-	-	-	-
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	12.5	9000	44.0
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION FOR FULL REGULAR PAY	-	-	-	-
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	20125	98.3
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	1	12.5	350	1.7
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 17 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 SENIORITY RETAINED	-	-	-	-
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	-	-	-	-
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	12.5	2500	12.2
1 PROVISION	7	87.5	17975	87.8
TOTAL	8	100.0	20475	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	8	100.0	20475	100.0
2 SERIES OF PLANS	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO HEALTH AND WELFARE FUND	-	-	-	-
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	-	-	-	-
5	50 - 74 CENTS PER HOUR	-	-	-	-
6	75 CENTS - $1.00 PER HOUR	6	75.0	10875	53.1
7	MORE THAN $1.00 PER HOUR	2	25.0	9600	46.9
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1	100% OF PREMIUM	-	-	-	-
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5	50% OF PREMIUM	-	-	-	-
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1	100% OF PREMIUM	-	-	-	-
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5	50% OF PREMIUM	-	-	-	-
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	7	87.5	18975	92.7
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	1	12.5	1500	7.3
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7	OTHER	-	-	-	-
	TOTAL	8	100.0	20475	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	18975	92.7
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	1500	7.3
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	18975	92.7
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	1500	7.3
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	87.5	18975	92.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	-	-	-	-
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	12.5	1500	7.3
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	-	-	-	-
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIFLD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	-	-	-	-
1 PROVISION	8	100.0	20475	100.0
TOTAL	8	100.0	20475	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	2	25.0	1850	9.0
1 UNION	2	25.0	4925	24.1
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	25.0	3100	15.1
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	2	25.0	10600	51.8
TOTAL	8	100.0	20475	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	-	-	-	-
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	-	-	-	-
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	1	12.5	1500	7.3
4 BY UNION REPRESENTATIVE	5	62.5	17175	83.9
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	12.5	1600	7.8
8 OTHER	1	12.5	200	1.0
TOTAL	8	100.0	20475	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	12.5	600	2.9
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	-	-	-	-
3 ONE WEEK	2	25.0	2850	13.9
4 TEN DAYS	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	37.5	10800	52.7
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	2	25.0	6225	30.4
TOTAL	8	100.0	20475	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	75.0	14250	69.6
1 PROVISION	2	25.0	6225	30.4
TOTAL	8	100.0	20475	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	-	-	-	-
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	8	100.0	20475	100.0
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	7	87.5	17975	87.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	-	-	-	-
1 JOINT SAFETY COMMITTEE	8	100.0	20475	100.0
2 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	7	87.5	18975	92.7
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	1	12.5	1500	7.3
TOTAL	8	100.0	20475	100.0
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	8	100.0	20475	100.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	1	12.5	1600	7.8
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	6	75.0	18675	91.2
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	12.5	200	1.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	5	62.5	13950	68.1
1 PROVISION	3	37.5	6525	31.9
TOTAL	8	100.0	20475	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	8	100.0	20475	100.0
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	1	12.5	200	1.0
1 PROVISION	7	87.5	20275	99.0
TOTAL	8	100.0	20475	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	7	87.5	11475	56.0
1 POLICY STATEMENT ONLY	1	12.5	9000	44.0
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	6	75.0	11125	54.3
1 PROVISION	2	25.0	9350	45.7
TOTAL	8	100.0	20475	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	2	25.0	6225	30.4
1 PROVISION	6	75.0	14250	69.6
TOTAL	8	100.0	20475	100.0

PART I: e
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

(20 agreements covering 24,464 employees)

1 TRANSPORTATION AND COMMUNICATIONS

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	16	80.0	22814	93.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	20.0	1650	6.7
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	7	35.0	912	3.7
2 200 - 499 EMPLOYEES	5	25.0	1267	5.2
3 500 - 999 EMPLOYEES	3	15.0	1760	7.2
4 1000 - 4999 EMPLOYEES	4	20.0	9525	38.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	5.0	11000	45.0
TOTAL	20	100.0	24464	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	11	55.0	11124	45.5
1 FEDERAL	9	45.0	13340	54.5
TOTAL	20	100.0	24464	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	14	70.0	14139	57.8
1 PUBLIC	6	30.0	10325	42.2
TOTAL	20	100.0	24464	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	7	35.0	5969	24.4
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	11	55.0	17715	72.4
5 MORE THAN 3 YEARS	2	10.0	780	3.2
6 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	1	5.0	250	1.0
2 2ND HALF OF 1987	-	-	-	-
3 1ST HALF OF 1988	4	20.0	657	2.7
4 2ND HALF OF 1988	7	35.0	4204	17.2
5 1ST HALF OF 1989	5	25.0	7573	31.0
6 2ND HALF OF 1989	1	5.0	11000	45.0
7 LATER THAN 1989	2	10.0	780	3.2
TOTAL	20	100.0	24464	100.0

2 TRANSPORTATION AND COMMUNICATIONS

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	7	35.0	1309	5.4
4 VANCOUVER ISLAND	1	5.0	120	0.5
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	11	55.0	22855	93.4
9 INTER-PROVINCIAL	1	5.0	180	0.7
TOTAL	20	100.0	24464	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	45.0	19956	81.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	3	15.0	2511	10.3
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	3	15.0	1310	5.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	25.0	687	2.8
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	4332	17.7
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	5	25.0	1392	5.7
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	2	10.0	265	1.1
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	5.0	2800	11.4
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	5	25.0	15425	63.1
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	1	5.0	250	1.0
TOTAL	20	100.0	24464	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	2	10.0	500	2.0
2 UNION SHOP	10	50.0	6831	27.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	20.0	5661	23.1
4 MAINTENANCE OF MEMBERSHIP	2	10.0	222	0.9
5 RAND FORMULA	1	5.0	250	1.0
6 OTHER	1	5.0	11000	45.0
TOTAL	20	100.0	24464	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	10	50.0	6831	27.9
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	7	35.0	14281	58.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	2	10.0	3250	13.3
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	1	5.0	102	0.4
TOTAL	20	100.0	24464	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	7998	32.7
1 CROSS PICKET LINES	10	50.0	14851	60.7
2 HOT CARGOES	1	5.0	120	0.5
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	3	15.0	1495	6.1
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	2	10.0	1130	4.6
2 EMPLOYER (PLANT, BARGAINING UNIT)	8	40.0	3428	14.0
3 DEPARTMENT (BRANCH, DIVISION)	1	5.0	250	1.0
4 CRAFT (OCCUPATION)	1	5.0	115	0.5
5 EMPLOYER AND DEPARTMENT	1	5.0	11000	45.0
6 EMPLOYER AND CRAFT	3	15.0	2836	11.6
7 COMBINATION OF THE ABOVE	1	5.0	2800	11.4
8 OTHER	3	15.0	2905	11.9
TOTAL	20	100.0	24464	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	3136	12.8
1 ONE CALENDAR MONTH	3	15.0	500	2.0
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	7	35.0	3809	15.6
4 SIX CALENDAR MONTHS	2	10.0	950	3.9
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	4	20.0	16069	65.7
TOTAL	20	100.0	24464	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	2600	10.6
1 STRAIGHT SENIORITY	1	5.0	11000	45.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	50.0	4857	19.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	30.0	3601	14.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	10.0	2406	9.8
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	3	15.0	5114	20.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	14	70.0	18400	75.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	10.0	500	2.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	5.0	450	1.8
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	4	20.0	522	2.1
1	LESS THAN 24 HOURS	1	5.0	180	0.7
2	24 HOURS TO 48 HOURS	3	15.0	1200	4.9
3	72 HOURS	-	-	-	-
4	ONE WEEK	-	-	-	-
5	TWO WEEKS	2	10.0	930	3.8
6	ONE MONTH	3	15.0	715	2.9
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	4	20.0	6967	28.5
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9	OTHER	3	15.0	13950	57.0
	TOTAL	20	100.0	24464	100.0

FIELD 3-06 RECALL PROCEDURE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	5.0	250	1.0
1	STRAIGHT SENIORITY	1	5.0	2600	10.6
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	13	65.0	19864	81.2
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	15.0	1180	4.8
4	SENIORITY CONSIDERED WITH OTHER FACTORS	1	5.0	450	1.8
5	UNION HIRING HALL REFERRAL	-	-	-	-
6	OTHER	1	5.0	120	0.5
	TOTAL	20	100.0	24464	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	6	30.0	1375	5.6
1	FAILURE TO REPORT WHEN NOTIFIED	2	10.0	387	1.6
2	AFTER A SPECIFIED PERIOD OFF WORK	2	10.0	4769	19.5
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	10	50.0	17933	73.3
	TOTAL	20	100.0	24464	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	4	20.0	1050	4.3
1	LESS THAN SIX MONTHS	-	-	-	-
2	SIX MONTHS	2	10.0	357	1.5
3	SEVEN TO TWELVE MONTHS	-	-	-	-
4	TWELVE MONTHS	7	35.0	14852	60.7
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	4	20.0	7625	31.2
6	MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	2	10.0	330	1.3
8	NOT SPECIFIED OR INDEFINITE	1	5.0	250	1.0
9	SENIORITY LOST ON LAYOFF	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	13	65.0	20205	82.6
1	UP TO 1 YEAR	-	-	-	-
2	12 - 24 MONTHS	1	5.0	700	2.9
3	MORE THAN 24 MONTHS	1	5.0	115	0.5
4	VARIES BY TYPE OF INCAPACITATION	1	5.0	242	1.0
5	OTHER	4	20.0	3202	13.1
	TOTAL	20	100.0	24464	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	17699	72.3
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	7	35.0	4259	17.4
3 SENIORITY RETAINED INDEFINITELY	3	15.0	2506	10.2
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	11295	46.2
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	10.0	13169	53.8
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	1442	5.9
1 PROVISION	16	80.0	23022	94.1
TOTAL	20	100.0	24464	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	70.0	22597	92.4
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	5	25.0	1187	4.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	5.0	680	2.8
TOTAL	20	100.0	24464	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	75.0	23627	96.6
1 PROVISION	5	25.0	837	3.4
TOTAL	20	100.0	24464	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	15.0	457	1.9
1 APPRENTICESHIP	2	10.0	2058	8.4
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	1	5.0	250	1.0
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	5.0	150	0.6
4 1 AND 2	3	15.0	3685	15.1
5 1 AND 3	1	5.0	11000	45.0
6 2 AND 3	3	15.0	620	2.5
7 1, 2 AND 3	2	10.0	4769	19.5
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	5.0	145	0.6
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	3	15.0	1330	5.4
TOTAL	20	100.0	24464	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	15	75.0	20497	83.8
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	2	10.0	385	1.6
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	5.0	680	2.8
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	2	10.0	2902	11.9
TOTAL	20	100.0	24464	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	18	90.0	24079	98.4
1 REDUCTION IN NORMAL HOURS OF WORK	1	5.0	180	0.7
2 CHANGE IN TYPE OF WORK	1	5.0	205	0.8
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	5	25.0	4450	18.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	13	65.0	17294	70.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	10.0	2720	11.1
TOTAL	20	100.0	24464	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	13	65.0	21356	87.3
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	5.0	1956	8.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	4	20.0	522	2.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	2	10.0	630	2.6
TOTAL	20	100.0	24464	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	14	70.0	20314	83.0
1 PROHIBITED	2	10.0	3005	12.3
2 PERMITTED - WITH RESTRICTIONS	3	15.0	445	1.8
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	5.0	700	2.9
TOTAL	20	100.0	24464	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	11	55.0	5487	22.4
1 UNION-MANAGEMENT CONSULTATION ONLY	1	5.0	205	0.8
2 ARBITRATION IF CONSULTATION FAILS	8	40.0	18772	76.7
3 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	9	45.0	2954	12.1
1 LESS THAN THREE MONTHS	4	20.0	11465	46.9
2 THREE MONTHS	1	5.0	2169	8.9
3 SIX MONTHS	3	15.0	2226	9.1
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	5.0	2600	10.6
6 OTHER	2	10.0	3050	12.5
TOTAL	20	100.0	24464	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	11	55.0	7831	32.0
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	10.0	11145	45.6
2 CONSULTATION - DETAILS UNSPECIFIED	6	30.0	2888	11.8
3 OTHER	1	5.0	2600	10.6
TOTAL	20	100.0	24464	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	18	90.0	24099	98.5
1 PROVISION	2	10.0	365	1.5
TOTAL	20	100.0	24464	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	7	35.0	1277	5.2
1 STRAIGHT LAYOFF	3	15.0	440	1.8
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	5	25.0	6499	26.6
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	5.0	450	1.8
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	3	15.0	13198	53.9
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	1	5.0	2600	10.6
TOTAL	20	100.0	24464	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	15	75.0	22539	92.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	3	15.0	995	4.1
3 TWO YEARS	2	10.0	930	3.8
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	17041	69.7
1 ONE WEEK'S PAY PER YEAR OF SERVICE	6	30.0	6206	25.4
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	5.0	680	2.8
3 VARIES ACCORDING TO LENGTH OF SERVICE	1	5.0	145	0.6
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	10.0	392	1.6
TOTAL	20	100.0	24464	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	55.0	15722	64.3
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	1	5.0	2169	8.9
4 30 - 51 WEEKS' PAY	1	5.0	680	2.8
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	5	25.0	5506	22.5
7 OTHER	2	10.0	387	1.6
TOTAL	20	100.0	24464	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	85.0	13194	53.9
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	5.0	120	0.5
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	5.0	150	0.6
6 OTHER	1	5.0	11000	45.0
TOTAL	20	100.0	24464	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	3107	12.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	2	10.0	320	1.3
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	6	30.0	20675	84.5
6 OTHER	2	10.0	362	1.5
TOTAL	20	100.0	24464	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	2977	12.2
1 COMPANY PROGRAM	3	15.0	16400	67.0
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	2	10.0	320	1.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	4	20.0	4517	18.5
5 OTHER	1	5.0	250	1.0
TOTAL	20	100.0	24464	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	100.0	24464	100.0
1 PROVISION	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	85.0	10714	43.8
1 EMPLOYER PAYS FULL COST	3	15.0	13750	56.2
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	4	20.0	735	3.0
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	11	55.0	17691	72.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	4	20.0	5358	21.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	5.0	680	2.8
TOTAL	20	100.0	24464	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	23684	96.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	5.0	100	0.4
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	5.0	680	2.8
TOTAL	20	100.0	24464	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	40.0	14752	60.3
1 SEVERANCE PAY PLAN	11	55.0	9562	39.1
2 LAYOFF BENEFITS PLAN	1	5.0	150	0.6
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	95.0	24314	99.4
1 PROVISION	1	5.0	150	0.6
TOTAL	20	100.0	24464	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	75.0	22447	91.8
1 LESS THAN ONE YEAR	1	5.0	242	1.0
2 ONE YEAR	3	15.0	1095	4.5
3 TWO YEARS	1	5.0	680	2.8
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	8	40.0	14752	60.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	5	25.0	3398	13.9
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	10.0	930	3.8
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	10.0	2945	12.0
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	3	15.0	2439	10.0
TOTAL	20	100.0	24464	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	10	50.0	15572	63.7
1 LESS THAN 20 WEEKS' PAY	2	10.0	3042	12.4
2 20 WEEKS' PAY	1	5.0	250	1.0
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	5.0	2169	8.9
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	3	15.0	2456	10.0
7 OTHER	3	15.0	975	4.0
TOTAL	20	100.0	24464	100.0
FIELD 6-08 COLA				
0 NO PROVISION	18	90.0	23669	96.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	2	10.0	795	3.2
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	18	90.0	23669	96.8
1 AUTOMATIC MONTHLY ADJUSTMENT	1	5.0	115	0.5
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	5.0	680	2.8
9 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			40	0.2
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			4756	27.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2164	12.3
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			10676	60.5
TOTAL			17636	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			2903	42.5
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			3780	55.4
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			145	2.1
9 OTHER			-	-
TOTAL			6828	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			450	2.6
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			4554	25.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			1976	11.2
7 OTHER			10656	60.4
TOTAL			17636	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			6828	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			6828	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			1996	11.3
3 37 1/2 HOURS			2800	15.9
4 40 HOURS			2164	12.3
5 MORE THAN 40 HOURS			-	-
6 OTHER			10676	60.5
TOTAL			17636	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			2903	42.5
3 37 1/2 HOURS			3780	55.4
4 40 HOURS			145	2.1
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			6828	100.0

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	450	1.8
1 TWO DAYS (CONSECUTIVE)	14	70.0	18689	76.4
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	5.0	2169	8.9
7 OTHER	4	20.0	3156	12.9
TOTAL	20	100.0	24464	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	13	65.0	21905	89.5
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	4	20.0	1229	5.0
3 FULL SHIFT'S PAY	2	10.0	1150	4.7
4 OTHER	1	5.0	180	0.7
TOTAL	20	100.0	24464	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	17	85.0	23134	94.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	3	15.0	1330	5.4
3 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	25.0	1622	6.6
1 TWO FOR A TOTAL OF 20 MINUTES	1	5.0	2800	11.4
2 TWO FOR A TOTAL OF 30 MINUTES	10	50.0	14986	61.3
3 TWO FOR A TOTAL OF 40 MINUTES	2	10.0	500	2.0
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	5.0	2600	10.6
6 OTHER	1	5.0	1956	8.0
TOTAL	20	100.0	24464	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	16472	67.3
1 LESS THAN ONE DAY (24 HOURS)	2	10.0	300	1.2
2 ONE DAY (24 HOURS)	2	10.0	500	2.0
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	4	20.0	4477	18.3
5 SEVEN TO FOURTEEN DAYS	2	10.0	2715	11.1
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	19908	81.4
1 PROVISION	2	10.0	4556	18.6
TOTAL	20	100.0	24464	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	95.0	22295	91.1
1 PROVISION	1	5.0	2169	8.9
TOTAL	20	100.0	24464	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	19695	80.5
1 PROVISION	2	10.0	4769	19.5
TOTAL	20	100.0	24464	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	75.0	17487	71.5
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	10.0	252	1.0
3 ALTERNATING 4, 5, IN PROGRESS	1	5.0	1956	8.0
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	2	10.0	4769	19.5
TOTAL	20	100.0	24464	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	5.0	100	0.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	10.0	2702	11.0
2 1 1/2 X FOR TWO HOURS, THEN 2 X	3	15.0	672	2.7
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	10.0	265	1.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	9	45.0	6720	27.5
7 OTHER	3	15.0	14005	57.2
TOTAL	20	100.0	24464	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	5.0	100	0.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	5.0	2600	10.6
2 1 1/2 X FOR TWO HOURS, THEN 2 X	3	15.0	672	2.7
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	5.0	102	0.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	10.0	265	1.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	9	45.0	6720	27.5
7 OTHER	3	15.0	14005	57.2
TOTAL	20	100.0	24464	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	100	0.4
1 1 1/2 X	3	15.0	515	2.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	5.0	242	1.0
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	5.0	102	0.4
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	5.0	120	0.5
6 2 X	11	55.0	20380	83.3
7 OTHER	2	10.0	3005	12.3
TOTAL	20	100.0	24464	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	2	10.0	220	0.9
1	1 1/2 X	1	5.0	250	1.0
2	1 1/2 X FOR ONE HOUR, THEN 2 X	1	5.0	242	1.0
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	13	65.0	20627	84.3
6	3 X	-	-	-	-
7	OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8	OTHER	3	15.0	3125	12.8
	TOTAL	20	100.0	24464	100.0

FIELD 8-05 OVERTIME COMPENSATION

0	NO PROVISION	1	5.0	102	0.4
1	PAY ONLY	6	30.0	4452	18.2
2	FULL COMPENSATORY TIME OFF	-	-	-	-
3	CHOICE OF PAY OR COMPENSATORY TIME OFF	12	60.0	19765	80.8
4	OTHER	1	5.0	145	0.6
	TOTAL	20	100.0	24464	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

0	NO PROVISION	8	40.0	6256	25.6
1	RIGHT TO REFUSE	10	50.0	17786	72.7
2	NO RIGHT TO REFUSE	1	5.0	242	1.0
3	OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4	OTHER	1	5.0	180	0.7
	TOTAL	20	100.0	24464	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0	NO PROVISION	9	45.0	7445	30.4
1	BASED ON SENIORITY	7	35.0	1652	6.8
2	SHARED AMONG ALL EMPLOYEES	4	20.0	15367	62.8
3	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

0	NO PROVISION	13	65.0	17567	71.8
1	NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	2	10.0	2915	11.9
2	1 1/2 X	-	-	-	-
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	2	10.0	2750	11.2
6	FLAT AMOUNT PER HOUR OR DAY	2	10.0	552	2.3
7	PERCENTAGE OF REGULAR RATE	1	5.0	680	2.8
8	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION.	13	65.0	6682	27.3
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	5.0	11000	45.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	10.0	2750	11.2
6 FLAT AMOUNT PER HOUR OR PER DAY	2	10.0	552	2.3
7 PERCENTAGE OF REGULAR RATE	2	10.0	3480	14.2
8 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	25.0	3657	14.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	10.0	500	2.0
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	-	-	-	-
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	5.0	680	2.8
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	1	5.0	150	0.6
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	1	5.0	2169	8.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	4	20.0	545	2.2
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	6	30.0	16763	68.5
TOTAL	20	100.0	24464	100.0

FIELD 8-11 PAID MEAL PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	2177	8.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	10	50.0	14616	59.7
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	5.0	2169	8.9
4 OTHER	3	15.0	5502	22.5
TOTAL	20	100.0	24464	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	1079	4.4
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	1	5.0	115	0.5
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	1	5.0	680	2.8
5 $7.00 AND MORE	5	25.0	3514	14.4
6 MEAL PROVIDED	1	5.0	1956	8.0
7 OTHER	6	30.0	17120	70.0
TOTAL	20	100.0	24464	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	70.0	8534	34.9
1 1 1/2 X	2	10.0	11450	46.8
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	1	5.0	150	0.6
4 FLAT AMOUNT	1	5.0	1956	8.0
5 OTHER	2	10.0	2374	9.7
TOTAL	20	100.0	24464	100.0

FIELD 8-14 STAND-BY PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	13	65.0	5179	21.2
1	PROVISION	7	35.0	19285	78.8
	TOTAL	20	100.0	24464	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	60.0	4659	19.0
1	MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	3	15.0	1200	4.9
2	FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	2	10.0	2849	11.6
3	PERCENTAGE OF REGULAR RATE	1	5.0	2800	11.4
4	REDUCED SHIFT	-	-	-	-
5	OTHER	2	10.0	12956	53.0
	TOTAL	20	100.0	24464	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	6	30.0	1107	4.5
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	2	10.0	3050	12.5
4	50 - 75 CENTS PER HOUR	2	10.0	2271	9.3
5	MORE THAN 75 CENTS PER HOUR	2	10.0	860	3.5
6	1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7	1 HOUR'S PAY PER SHIFT	2	10.0	265	1.1
8	PERCENTAGE OF HOURLY WAGE RATE	2	10.0	3300	13.5
9	FLAT AMOUNT PER SHIFT	2	10.0	11205	45.8
10	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	10.0	2406	9.8
11	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	6	30.0	1162	4.7
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	1	5.0	250	1.0
4	50 - 74 CENTS PER HOUR	2	10.0	2902	11.9
5	75¢ - $1.00 PER HOUR	1	5.0	2169	8.9
6	MORE THAN $1.00 PER HOUR	4	20.0	1125	4.6
7	1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8	ONE HOUR'S PAY PER SHIFT	-	-	-	-
9	TWO HOUR'S PAY PER SHIFT	1	5.0	150	0.6
10	PERCENTAGE OF HOURLY WAGE RATE	2	10.0	3300	13.5
11	FLAT AMOUNT PER SHIFT	1	5.0	11000	45.0
12	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	10.0	2406	9.8
13	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	16	80.0	19110	78.1
1	LESS THAN 20 CENTS	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	-	-	-	-
4	50 - 75 CENTS PER HOUR	-	-	-	-
5	MORE THAN 75 CENTS PER HOUR	-	-	-	-
6	ONE HOUR'S PAY PER SHIFT	-	-	-	-
7	FLAT AMOUNT PER SHIFT	-	-	-	-
8	SPLIT SHIFT PROHIBITED	2	10.0	385	1.6
9	OTHER	2	10.0	4969	20.3
	TOTAL	20	100.0	24464	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	55.0	5194	21.2
1 PROVISION	9	45.0	19270	78.8
TOTAL	20	100.0	24464	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	85.0	17739	72.5
1 PROVISION	3	15.0	6725	27.5
TOTAL	20	100.0	24464	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	5.0	242	1.0
3 TEN DAYS	4	20.0	605	2.5
4 ELEVEN DAYS	14	70.0	23502	96.1
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	1	5.0	115	0.5
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	55.0	7120	29.1
1 MINIMUM LENGTH OF SERVICE	4	20.0	11500	47.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	1	5.0	2600	10.6
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	5.0	2800	11.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	3	15.0	444	1.8
7 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	65.0	12520	51.2
1 LESS THAN ONE MONTH	2	10.0	11115	45.4
2 ONE MONTH	3	15.0	485	2.0
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	2	10.0	344	1.4
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	1	5.0	250	1.0
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	7	35.0	4450	18.2
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	10	50.0	15639	63.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	2	10.0	4125	16.9
TOTAL	20	100.0	24464	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	3156	12.9
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	10	50.0	20404	83.4
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	5	25.0	724	3.0
4 OTHER	1	5.0	180	0.7
TOTAL	20	100.0	24464	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	35.0	2150	8.8
1 ANOTHER PAID DAY OFF	10	50.0	11019	45.0
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	2	10.0	11115	45.4
4 NOT GRANTED	1	5.0	180	0.7
TOTAL	20	100.0	24464	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	870	3.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	10.0	4756	19.4
2 ONE WEEK AFTER 6 MONTHS	2	10.0	2702	11.0
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	12	60.0	16136	66.0
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	5.0	100	0.4
3 FOUR WEEKS	1	5.0	242	1.0
4 FIVE WEEKS	6	30.0	972	4.0
5 SIX WEEKS	10	50.0	22020	90.0
6 SEVEN WEEKS	1	5.0	680	2.8
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	5.0	450	1.8
TOTAL	20	100.0	24464	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	1	5.0	450	1.8
2 ONE YEAR OF SERVICE	7	35.0	9940	40.6
3 TWO YEARS	4	20.0	12200	49.9
4 THREE YEARS	6	30.0	1419	5.8
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	5.0	250	1.0
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	1	5.0	205	0.8
TOTAL	20	100.0	24464	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	100	0.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	1	5.0	102	0.4
7 SEVEN YEARS	4	20.0	1315	5.4
8 EIGHT YEARS	5	25.0	3264	13.3
9 NINE YEARS	2	10.0	2780	11.4
10 TEN YEARS	5	25.0	16456	67.3
11 ELEVEN YEARS	1	5.0	242	1.0
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	5.0	205	0.8
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	10.0	342	1.4
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	1	5.0	115	0.5
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	2	10.0	2271	9.3
13	THIRTEEN YEARS	1	5.0	680	2.8
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	6	30.0	1775	7.3
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	1	5.0	2600	10.6
18	EIGHTEEN YEARS	3	15.0	4906	20.1
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	3	15.0	11570	47.3
21	TWENTY-ONE YEARS	1	5.0	205	0.8
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	10	50.0	3933	16.1
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	1	5.0	680	2.8
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	1	5.0	180	0.7
22	TWENTY-TWO YEARS	4	20.0	1315	5.4
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	1	5.0	11000	45.0
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	2	10.0	5400	22.1
30	THIRTY YEARS	1	5.0	1956	8.0
	TOTAL	20	100.0	24464	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	19	95.0	23784	97.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	1	5.0	680	2.8
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	19	95.0	24084	98.4
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	1	5.0	380	1.6
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	19	95.0	24084	98.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	1	5.0	380	1.6
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	-	-	-	-
32 THIRTY-TWO YEARS	5	25.0	14004	57.2
33 THIRTY-THREE YEARS	9	45.0	2159	8.8
34 THIRTY-FOUR YEARS	6	30.0	8301	33.9
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	5	25.0	14004	57.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	9	45.0	2159	8.8
3 1 OR 2, WHICHEVER IS GREATER	6	30.0	8301	33.9
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 10-10 VACATION CARRY-OVER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	9	45.0	2852	11.7
1 WITH LIMITATIONS	8	40.0	20915	85.5
2 WITHOUT LIMITATIONS	1	5.0	145	0.6
3 NOT ALLOWED	2	10.0	552	2.3
4 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	23934	97.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	1	5.0	150	0.6
3 OTHER	1	5.0	380	1.6
TOTAL	20	100.0	24464	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	1956	8.0
1 ONE DAY	1	5.0	380	1.6
2 TWO DAYS	1	5.0	242	1.0
3 THREE DAYS	11	55.0	4882	20.0
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	2	10.0	2319	9.5
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	3	15.0	14480	59.2
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	5.0	205	0.8
8 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 PROVISION FOR FULL REGULAR PAY	18	90.0	23879	97.6
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	2	10.0	585	2.4
TOTAL	20	100.0	24464	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	1760	7.2
1 PAID LEAVE	1	5.0	145	0.6
2 UNPAID LEAVE	10	50.0	16868	69.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	4	20.0	5589	22.8
4 OTHER	1	5.0	102	0.4
TOTAL	20	100.0	24464	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	90.0	11295	46.2
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	5.0	11000	45.0
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	5.0	2169	8.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	75.0	10885	44.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	2	10.0	2319	9.5
3 MORE THAN SIX MONTHS	1	5.0	145	0.6
4 OTHER	2	10.0	11115	45.4
TOTAL	20	100.0	24464	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	50.0	15193	62.1
1 17 WEEKS	2	10.0	395	1.6
2 18 WEEKS	3	15.0	5642	23.1
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	3	15.0	2999	12.3
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	1	5.0	120	0.5
8 OTHER	1	5.0	115	0.5
TOTAL	20	100.0	24464	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	18	90.0	24199	98.9
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	5.0	145	0.6
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	5.0	120	0.5
TOTAL	20	100.0	24464	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	15	75.0	18975	77.6
1 SENIORITY RETAINED	1	5.0	2169	8.9
2 SENIORITY ACCUMULATED	1	5.0	250	1.0
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	3	15.0	3070	12.5
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	80.0	19230	78.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	5.0	2800	11.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	10.0	265	1.1
6 FIVE DAYS	-	-	-	-
7 OTHER	1	5.0	2169	8.9
TOTAL	20	100.0	24464	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	85.0	19445	79.5
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	15.0	5019	20.5
3 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	11	55.0	15300	62.5
1 LEAVE WITH FULL PAY	3	15.0	645	2.6
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	10.0	2950	12.1
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	10.0	800	3.3
5 OTHER	2	10.0	4769	19.5
TOTAL	20	100.0	24464	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	5574	22.8
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	3	15.0	2456	10.0
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	5.0	11000	45.0
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	1	5.0	150	0.6
7 OTHER	5	25.0	5284	21.6
TOTAL	20	100.0	24464	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	14258	58.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	10.0	922	3.8
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	5	25.0	3435	14.0
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	20.0	2980	12.2
4 MENTIONED BUT NOT SPECIFIED	1	5.0	250	1.0
5 OTHER	2	10.0	2619	10.7
TOTAL	20	100.0	24464	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	25.0	2808	11.5
1 PROVISION	15	75.0	21656	88.5
TOTAL	20	100.0	24464	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	6	30.0	1259	5.1
2 SERIES OF PLANS	14	70.0	23205	94.9
3 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	60.0	5458	22.3
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	1	5.0	205	0.8
3 THREE MONTHS	1	5.0	180	0.7
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	5	25.0	15821	64.7
7 OTHER	1	5.0	2800	11.4
TOTAL	20	100.0	24464	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	14	70.0	23205	94.9
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	5.0	102	0.4
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	1	5.0	242	1.0
6 75 CENTS - $1.00 PER HOUR	1	5.0	450	1.8
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	3	15.0	465	1.9
9 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	10	50.0	7344	30.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	15.0	15756	64.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	10.0	265	1.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	20.0	999	4.1
10 OTHER	1	5.0	100	0.4
TOTAL	20	100.0	24464	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	2	10.0	300	1.2
1 100% OF PREMIUM	10	50.0	7264	29.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	15.0	15756	64.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	5.0	145	0.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	20.0	999	4.1
10 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	6	30.0	1499	6.1
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	4	20.0	695	2.8
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	10.0	4756	19.4
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	5	25.0	14119	57.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	2	10.0	795	3.2
7 OTHER	1	5.0	2600	10.6
TOTAL	20	100.0	24464	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	11	55.0	15618	63.8
1 ONE TO SIX DAYS	3	15.0	975	4.0
2 SEVEN TO TWELVE DAYS	1	5.0	250	1.0
3 THIRTEEN TO FIFTEEN DAYS	1	5.0	145	0.6
4 SIXTEEN TO EIGHTEEN DAYS	1	5.0	120	0.5
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	3	15.0	7356	30.1
7 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	12	60.0	15733	64.3
1 30 DAYS OR LESS	2	10.0	430	1.8
2 31 TO 90 DAYS	1	5.0	680	2.8
3 91 TO 120 DAYS	5	25.0	7621	31.2
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	19	95.0	23784	97.2
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	1	5.0	680	2.8
5 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	12	60.0	17550	71.7
1 100% OF PREMIUM	6	30.0	4595	18.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	10.0	2319	9.5
9 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	9	45.0	6330	25.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	1	5.0	680	2.8
5 52 WEEKS	3	15.0	915	3.7
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	10.0	11150	45.6
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	15.0	2669	10.9
8 OTHER	2	10.0	2720	11.1
TOTAL	20	100.0	24464	100.0

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY					
0	NO PROVISION	9	45.0	6330	25.9
1	$100 OR LESS	-	-	-	-
2	$101 TO $150 PER WEEK	-	-	-	-
3	$151 TO $200 PER WEEK	1	5.0	100	0.4
4	MORE THAN $200 PER WEEK	2	10.0	500	2.0
5	PERCENTAGE OF EARNINGS	5	25.0	4215	17.2
6	EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7	VARIES ACCORDING TO EARNINGS	1	5.0	11000	45.0
8	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	5.0	2169	8.9
9	OTHER	1	5.0	150	0.6
	TOTAL	20	100.0	24464	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN					
0	NO PROVISION	9	45.0	15604	63.8
1	PROVISION	11	55.0	8860	36.2
	TOTAL	20	100.0	24464	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN					
0	NO PROVISION	1	5.0	180	0.7
1	100% OF PREMIUM	10	50.0	7264	29.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	1	5.0	2800	11.4
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5	50% OF PREMIUM	-	-	-	-
6	FLAT AMOUNT	-	-	-	-
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	20.0	13221	54.0
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	20.0	999	4.1
9	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS					
0	NO PROVISION	1	5.0	180	0.7
1	$5,000 OR LESS	-	-	-	-
2	$5,001 TO $10,000	-	-	-	-
3	$10,001 TO $15,000	-	-	-	-
4	$15,001 TO $20,000	1	5.0	115	0.5
5	MORE THAN $20,000	4	20.0	1450	5.9
6	VARIES ACCORDING TO EARNINGS	4	20.0	4955	20.3
7	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	20.0	16520	67.5
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	25.0	1144	4.7
9	OTHER	1	5.0	100	0.4
	TOTAL	20	100.0	24464	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE					
0	NO PROVISION	10	50.0	18280	74.7
1	100% OF PREMIUM	4	20.0	3084	12.6
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	1	5.0	1956	8.0
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5	50% OF PREMIUM	-	-	-	-
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	25.0	1144	4.7
10	OTHER	-	-	-	-
	TOTAL	20	100.0	24464	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	50.0	18280	74.7
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	1	5.0	1956	8.0
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	5.0	115	0.5
5 MORE THAN $20,000	2	10.0	800	3.3
6 VARIES ACCORDING TO EARNINGS	1	5.0	2169	8.9
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	25.0	1144	4.7
9 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	180	0.7
1 100% OF PREMIUM	9	45.0	18014	73.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	15.0	4906	20.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	10.0	265	1.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	20.0	999	4.1
9 OTHER	1	5.0	100	0.4
TOTAL	20	100.0	24464	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	5.0	180	0.7
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	1	5.0	250	1.0
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	11	55.0	22670	92.7
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	10.0	265	1.1
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	20.0	999	4.1
7 OTHER	1	5.0	100	0.4
TOTAL	20	100.0	24464	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	20.0	564	2.3
1 PROVISION	16	80.0	23900	97.7
TOTAL	20	100.0	24464	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	45.0	3615	14.8
1 UNION	3	15.0	1065	4.4
2 MANAGEMENT	2	10.0	400	1.6
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	15.0	11815	48.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	15.0	7569	30.9
6 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	75.0	18395	75.2
1 PROVISION	5	25.0	6069	24.8
TOTAL	20	100.0	24464	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	4	20.0	1215	5.0
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	4	20.0	3397	13.9
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	8	40.0	15094	61.7
4 BY UNION REPRESENTATIVE	1	5.0	1956	8.0
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	2	10.0	2702	11.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	5.0	100	0.4
8 OTHER	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	25.0	3586	14.7
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	1	5.0	242	1.0
3 ONE WEEK	2	10.0	350	1.4
4 TEN DAYS	3	15.0	415	1.7
5 TWO WEEKS	1	5.0	115	0.5
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	1	5.0	205	0.8
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	4	20.0	5649	23.1
10 OTHER	3	15.0	13902	56.8
TOTAL	20	100.0	24464	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	55.0	15456	63.2
1 PROVISION	9	45.0	9008	36.8
TOTAL	20	100.0	24464	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	100.0	24464	100.0
1 PROVISION	-	-	-	-
TOTAL	20	100.0	24464	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	65.0	18760	76.7
1 PROVISION	7	35.0	5704	23.3
TOTAL	20	100.0	24464	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	80.0	8015	32.8
1 PROVISION	4	20.0	16449	67.2
TOTAL	20	100.0	24464	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	10	50.0	4945	20.2
2 PERMANENT UMPIRE (NAMED)	1	5.0	680	2.8
3 TRIPARTITE BOARD	3	15.0	570	2.3
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	5	25.0	7269	29.7
6 OTHER	1	5.0	11000	45.0
TOTAL	20	100.0	24464	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NOT PROHIBITED (OR NO MENTION)	19	95.0	24314	99.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	5.0	150	0.6
TOTAL	20	100.0	24464	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	80.0	21409	87.5
1 PROVISION	4	20.0	3055	12.5
TOTAL	20	100.0	24464	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	35.0	1507	6.2
1 JOINT SAFETY COMMITTEE	12	60.0	20357	83.2
2 OTHER	1	5.0	2600	10.6
TOTAL	20	100.0	24464	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	8	40.0	4107	16.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	5	25.0	14785	60.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	5.0	145	0.6
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	5.0	102	0.4
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	2	10.0	2869	11.7
8 OTHER	3	15.0	2456	10.0
TOTAL	20	100.0	24464	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	8	40.0	4107	16.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	10	50.0	15388	62.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	2	10.0	4969	20.3
TOTAL	20	100.0	24464	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	25.0	12274	50.2
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	11	55.0	4719	19.3
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	5.0	1956	8.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	3	15.0	5515	22.5
TOTAL	20	100.0	24464	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	7	35.0	6651	27.2
1 PROVISION	13	65.0	17813	72.8
TOTAL	20	100.0	24464	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	15	75.0	18645	76.2
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	3	15.0	5019	20.5
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	10.0	800	3.3
TOTAL	20	100.0	24464	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	17	85.0	23519	96.1
1 PROVISION	3	15.0	945	3.9
TOTAL	20	100.0	24464	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	10	50.0	18146	74.2
1 PROVISION	10	50.0	6318	25.8
TOTAL	20	100.0	24464	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	18	90.0	20984	85.8
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	2	10.0	3480	14.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	20	100.0	24464	100.0
1 PROVISION	-	-	-	-
TOTAL	20	100.0	24464	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	14	70.0	8150	33.3
1 PROVISION	6	30.0	16314	66.7
TOTAL	20	100.0	24464	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	14	70.0	6384	26.1
1 PROVISION	6	30.0	18080	73.9
TOTAL	20	100.0	24464	100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	30.0	11820	48.3
1 PROVISION	14	70.0	12644	51.7
TOTAL	20	100.0	24464	100.0

FIELD 15-07 TOOL ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	40.0	1715	7.0
1 PROVISION	12	60.0	22749	93.0
TOTAL	20	100.0	24464	100.0

PART I: f
TRADE, FINANCE, INSURANCE, AND REAL ESTATE

(12 agreements covering 12,207 employees)

1 TRADE, FINANCE, INSURANCE AND REAL ESTATE

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	10	83.3	10801	88.5
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	16.7	1406	11.5
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	3	25.0	315	2.6
2 200 - 499 EMPLOYEES	2	16.7	550	4.5
3 500 - 999 EMPLOYEES	3	25.0	2175	17.8
4 1000 - 4999 EMPLOYEES	4	33.3	9167	75.1
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	12	100.0	12207	100.0
1 FEDERAL	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	8	66.7	7171	58.7
1 PUBLIC	4	33.3	5036	41.3
TOTAL	12	100.0	12207	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	1	8.3	750	6.1
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	5	41.7	6321	51.8
3 MORE THAN 2 YEARS, LESS THAN 3	1	8.3	875	7.2
4 3 YEARS	5	41.7	4261	34.9
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	-	-	-	-
2 2ND HALF OF 1987	1	8.3	550	4.5
3 1ST HALF OF 1988	2	16.7	455	3.7
4 2ND HALF OF 1988	5	41.7	2891	23.7
5 1ST HALF OF 1989	2	16.7	5750	47.1
6 2ND HALF OF 1989	1	8.3	2361	19.3
7 LATER THAN 1989	1	8.3	200	1.6
TOTAL	12	100.0	12207	100.0

2 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	1	8.3	1056	8.7
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	3	25.0	555	4.5
4 VANCOUVER ISLAND	1	8.3	750	6.1
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	7	58.3	9846	80.7
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	12	100.0	12207	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	7	58.3	5892	48.3
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	1	8.3	105	0.9
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	4	33.3	6210	50.9
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6756	55.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	5	41.7	4791	39.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	2	16.7	660	5.4
TOTAL	12	100.0	12207	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	6	50.0	8477	69.4
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	33.3	2875	23.6
4 MAINTENANCE OF MEMBERSHIP	1	8.3	105	0.9
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	6	50.0	8477	69.4
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	4	33.3	2875	23.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	8.3	105	0.9
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1911	15.7
1 CROSS PICKET LINES	8	66.7	9046	74.1
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	8.3	1250	10.2
5 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	9	75.0	10232	83.8
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	-	-	-	-
6 EMPLOYER AND CRAFT	1	8.3	875	7.2
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	855	7.0
1 ONE CALENDAR MONTH	1	8.3	4500	36.9
2 TWO CALENDAR MONTHS	1	8.3	350	2.9
3 THREE CALENDAR MONTHS	1	8.3	100	0.8
4 SIX CALENDAR MONTHS	2	16.7	1075	8.8
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	1	8.3	2361	19.3
8 240 WORKING DAYS	-	-	-	-
9 OTHER	4	33.3	2966	24.3
TOTAL	12	100.0	12207	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	1100	9.0
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	33.3	4915	40.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	25.0	3181	26.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	25.0	3011	24.7
5 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	50.0	8567	70.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	16.7	1355	11.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	8.3	550	4.5
5 OTHER	2	16.7	985	8.1
TOTAL	12	100.0	12207	100.0

4 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1906	15.6
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	16.7	310	2.5
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	4	33.3	8216	67.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	3	25.0	1775	14.5
TOTAL	12	100.0	12207	100.0

FIELD 3-06 RECALL PROCEDURE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	2000	16.4
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	8	66.7	7741	63.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	8.3	105	0.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	1	8.3	2361	19.3
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	1100	9.0
1 FAILURE TO REPORT WHEN NOTIFIED	1	8.3	1056	8.7
2 AFTER A SPECIFIED PERIOD OFF WORK	-	-	-	-
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	9	75.0	10051	82.3
TOTAL	12	100.0	12207	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	3	25.0	1455	11.9
3 SEVEN TO TWELVE MONTHS	1	8.3	350	2.9
4 TWELVE MONTHS	3	25.0	1535	12.6
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	1	8.3	1056	8.7
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	25.0	7061	57.8
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	10572	86.6
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	4	33.3	760	6.2
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	8.3	875	7.2
TOTAL	12	100.0	12207	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	9086	74.4
1 SENIORITY LOST ON TRANSFER	1	8.3	110	0.9
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	2	16.7	300	2.5
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	2	16.7	2711	22.2
TOTAL	12	100.0	12207	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	91.7	12007	98.4
1 FOR UNION OFFICIALS	1	8.3	200	1.6
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	5600	45.9
1 PROVISION	9	75.0	6607	54.1
TOTAL	12	100.0	12207	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	66.7	9526	78.0
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	1	8.3	1056	8.7
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	3	25.0	1625	13.3
TOTAL	12	100.0	12207	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	9496	77.8
1 PROVISION	2	16.7	2711	22.2
TOTAL	12	100.0	12207	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	1305	10.7
1 APPRENTICESHIP	-	-	-	-
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	3	25.0	4810	39.4
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	8.3	2361	19.3
4 1 AND 2	1	8.3	1056	8.7
5 1 AND 3	-	-	-	-
6 2 AND 3	1	8.3	550	4.5
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	16.7	2125	17.4
TOTAL	12	100.0	12207	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	10801	88.5
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	8.3	350	2.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	8.3	1056	8.7
TOTAL	12	100.0	12207	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	11757	96.3
1 REDUCTION IN NORMAL HOURS OF WORK	1	8.3	100	0.8
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	850	7.0
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	9	75.0	6857	56.2
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	8.3	4500	36.9
TOTAL	12	100.0	12207	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	11757	96.3
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	8.3	100	0.8
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	6457	52.9
1 PROHIBITED	1	8.3	4500	36.9
2 PERMITTED - WITH RESTRICTIONS	1	8.3	1250	10.2
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	6230	51.0
1 UNION-MANAGEMENT CONSULTATION ONLY	1	8.3	350	2.9
2 ARBITRATION IF CONSULTATION FAILS	6	50.0	5427	44.5
3 OTHER	1	8.3	200	1.6
TOTAL	12	100.0	12207	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1205	9.9
1 LESS THAN THREE MONTHS	2	16.7	5750	47.1
2 THREE MONTHS	4	33.3	1725	14.1
3 SIX MONTHS	1	8.3	110	0.9
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	8.3	2361	19.3
6 OTHER	1	8.3	1056	8.7
TOTAL	12	100.0	12207	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	6632	54.3
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	3	25.0	5575	45.7
3 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	5282	43.3
1 PROVISION	5	41.7	6925	56.7
TOTAL	12	100.0	12207	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	5705	46.7
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	5	41.7	2985	24.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	1	8.3	1056	8.7
5 COMBINATION	2	16.7	2461	20.2
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	8066	66.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	7	58.3	4141	33.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	5705	46.7
1 ONE WEEK'S PAY PER YEAR OF SERVICE	4	33.3	1906	15.6
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	3	25.0	3346	27.4
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	1	8.3	1250	10.2
TOTAL	12	100.0	12207	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	50.0	8166	66.9
1 LESS THAN 20 WEEKS' PAY	2	16.7	1166	9.6
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	3	25.0	1625	13.3
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	1	8.3	1250	10.2
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	8046	65.9
1 LESS THAN THREE MONTHS	1	8.3	1250	10.2
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	8.3	550	4.5
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	8.3	2361	19.3
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6955	57.0
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	5	41.7	2016	16.5
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	16.7	3236	26.5
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6955	57.0
1 COMPANY PROGRAM	5	41.7	4096	33.6
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	2	16.7	1156	9.5
5 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	100.0	12207	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	8046	65.9
1 EMPLOYER PAYS FULL COST	2	16.7	3611	29.6
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	8.3	550	4.5
TOTAL	12	100.0	12207	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	-	-	-	-
1 WAGE ADJUSTMENT EVERY SIX MONTHS	2	16.7	215	1.8
2 WAGE ADJUSTMENT YEARLY	5	41.7	4467	36.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	3	25.0	1775	14.5
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	2	16.7	5750	47.1
TOTAL	12	100.0	12207	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	66.7	6647	54.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	8.3	110	0.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	3	25.0	5450	44.6
TOTAL	12	100.0	12207	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	2461	20.2
1 SEVERANCE PAY PLAN	7	58.3	9746	79.8
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	100.0	12207	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	9322	76.4
1 LESS THAN ONE YEAR	1	8.3	550	4.5
2 ONE YEAR	3	25.0	1085	8.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	1	8.3	1250	10.2
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	2461	20.2
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	8.3	100	0.8
2 ONE WEEK'S PAY PER YEAR OF SERVICE	1	8.3	4500	36.9
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	5	41.7	5146	42.2
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	4922	40.3
1 LESS THAN 20 WEEKS' PAY	2	16.7	1360	11.1
2 20 WEEKS' PAY	1	8.3	4500	36.9
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	2	16.7	1425	11.7
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	10601	86.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	3	25.0	1606	13.2
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	10601	86.8
1 AUTOMATIC MONTHLY ADJUSTMENT	2	16.7	550	4.5
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	8.3	1056	8.7
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	749	9.9
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	-	-
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	6011	79.5
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	800	10.6
TOTAL	7560	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			676	14.5
3 7 1/4 HOURS			2361	50.8
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			110	2.4
8 FLEXIBLE WORK HOURS			200	4.3
9 OTHER			1300	28.0
TOTAL			4647	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			6935	91.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			625	8.3
TOTAL			7560	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			110	2.4
3 FIVE DAYS			4212	90.6
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			325	7.0
TOTAL			4647	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			749	9.9
3 37 1/2 HOURS			-	-
4 40 HOURS			6011	79.5
5 MORE THAN 40 HOURS			-	-
6 OTHER			800	10.6
TOTAL			7560	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			676	14.5
3 37 1/2 HOURS			-	-
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			3971	85.5
TOTAL			4647	100.0

12 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	8	66.7	11047	90.5
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	1	8.3	110	0.9
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	3	25.0	1050	8.6
TOTAL	12	100.0	12207	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	10	83.3	11051	90.5
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	-	-	-	-
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	2	16.7	1156	9.5
TOTAL	12	100.0	12207	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	11	91.7	12107	99.2
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	1	8.3	100	0.8
TOTAL	12	100.0	12207	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 TWO FOR A TOTAL OF 20 MINUTES	1	8.3	350	2.9
2 TWO FOR A TOTAL OF 30 MINUTES	10	83.3	11107	91.0
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	66.7	6627	54.3
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	3	25.0	4705	38.5
3 MORE THAN ONE DAY LESS THAN THREE	1	8.3	875	7.2
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	91.7	11657	95.5
1 PROVISION	1	8.3	550	4.5
TOTAL	12	100.0	12207	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	10882	89.1
1 PROVISION	3	25.0	1325	10.9
TOTAL	12	100.0	12207	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	6971	57.1
1 PROVISION	5	41.7	5236	42.9
TOTAL	12	100.0	12207	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	6971	57.1
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	1	8.3	550	4.5
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	4	33.3	4686	38.4
TOTAL	12	100.0	12207	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	8.3	100	0.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	75.0	11252	92.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	8.3	105	0.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	1	8.3	750	6.1
TOTAL	12	100.0	12207	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	2	16.7	1156	9.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	4	33.3	2585	21.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	8.3	105	0.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	16.7	4700	38.5
6 2 X	1	8.3	550	4.5
7 OTHER	2	16.7	3111	25.5
TOTAL	12	100.0	12207	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 1 1/2 X	2	16.7	205	1.7
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	8.3	4500	36.9
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	16.7	1450	11.9
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	8.3	350	2.9
6 2 X	5	41.7	4952	40.6
7 OTHER	1	8.3	750	6.1
TOTAL	12	100.0	12207	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	105	0.9
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	10	83.3	11352	93.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	8.3	750	6.1
TOTAL	12	100.0	12207	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 PAY ONLY	5	41.7	6111	50.1
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	6	50.0	5346	43.8
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 RIGHT TO REFUSE	9	75.0	11002	90.1
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	2	16.7	455	3.7
TOTAL	12	100.0	12207	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	50.0	7155	58.6
1 BASED ON SENIORITY	1	8.3	1056	8.7
2 SHARED AMONG ALL EMPLOYEES	5	41.7	3996	32.7
3 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	8225	67.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	1	8.3	105	0.9
2 1 1/2 X	2	16.7	3417	28.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	8.3	110	0.9
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	7	58.3	6336	51.9
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	2	16.7	1156	9.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	3	25.0	4715	38.6
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	6	50.0	7055	57.8
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	-	-	-	-
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	3	25.0	3786	31.0
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	2	16.7	310	2.5
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	8.3	1056	8.7
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 8-11 PAID MEAL PERIOD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	4	33.3	1405	11.5
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	7	58.3	9746	79.8
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	-	-	-	-
4 OTHER	1	8.3	1056	8.7
TOTAL	12	100.0	12207	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	4	33.3	2266	18.6
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	4	33.3	7066	57.9
4 $6.00 TO $6.99	1	8.3	200	1.6
5 $7.00 AND MORE	2	16.7	1425	11.7
6 MEAL PROVIDED	-	-	-	-
7 OTHER	1	8.3	1250	10.2
TOTAL	12	100.0	12207	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	66.7	8986	73.6
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	2	16.7	2911	23.8
3 2 X	-	-	-	-
4 FLAT AMOUNT	1	8.3	200	1.6
5 OTHER	1	8.3	110	0.9
TOTAL	12	100.0	12207	100.0

16 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 8-14 STAND-BY PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	8	66.7	7171	58.7
1	PROVISION	4	33.3	5036	41.3
	TOTAL	12	100.0	12207	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	9	75.0	5776	47.3
1	MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2	FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	3	25.0	6431	52.7
3	PERCENTAGE OF REGULAR RATE	-	-	-	-
4	REDUCED SHIFT	-	-	-	-
5	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	16.7	3111	25.5
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	1	8.3	100	0.8
3	30 - 49 CENTS PER HOUR	1	8.3	350	2.9
4	50 - 75 CENTS PER HOUR	5	41.7	3836	31.4
5	MORE THAN 75 CENTS PER HOUR	2	16.7	4610	37.8
6	1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7	1 HOUR'S PAY PER SHIFT	-	-	-	-
8	PERCENTAGE OF HOURLY WAGE RATE	1	8.3	200	1.6
9	FLAT AMOUNT PER SHIFT	-	-	-	-
10	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	3	25.0	3216	26.3
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	1	8.3	1056	8.7
4	50 - 74 CENTS PER HOUR	4	33.3	1875	15.4
5	75¢ - $1.00 PER HOUR	3	25.0	5860	48.0
6	MORE THAN $1.00 PER HOUR	-	-	-	-
7	1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8	ONE HOUR'S PAY PER SHIFT	-	-	-	-
9	TWO HOUR'S PAY PER SHIFT	-	-	-	-
10	PERCENTAGE OF HOURLY WAGE RATE	1	8.3	200	1.6
11	FLAT AMOUNT PER SHIFT	-	-	-	-
12	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	9	75.0	11032	90.4
1	LESS THAN 20 CENTS	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	1	8.3	875	7.2
4	50 - 75 CENTS PER HOUR	-	-	-	-
5	MORE THAN 75 CENTS PER HOUR	-	-	-	-
6	ONE HOUR'S PAY PER SHIFT	-	-	-	-
7	FLAT AMOUNT PER SHIFT	-	-	-	-
8	SPLIT SHIFT PROHIBITED	1	8.3	100	0.8
9	OTHER	1	8.3	200	1.6
	TOTAL	12	100.0	12207	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	5	41.7	1721	14.1
1 PROVISION	7	58.3	10486	85.9
TOTAL	12	100.0	12207	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

0 NO PROVISION	9	75.0	9532	78.1
1 PROVISION	3	25.0	2675	21.9
TOTAL	12	100.0	12207	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	5	41.7	6111	50.1
4 ELEVEN DAYS	4	33.3	5036	41.3
5 TWELVE DAYS	2	16.7	310	2.5
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	8.3	750	6.1
TOTAL	12	100.0	12207	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	5	41.7	2341	19.2
1 MINIMUM LENGTH OF SERVICE	2	16.7	4605	37.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	3	25.0	3961	32.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	1	8.3	550	4.5
7 OTHER	1	8.3	750	6.1
TOTAL	12	100.0	12207	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	6	50.0	2691	22.0
1 LESS THAN ONE MONTH	-	-	-	-
2 ONE MONTH	1	8.3	550	4.5
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	3	25.0	3716	30.4
6 OTHER	2	16.7	5250	43.0
TOTAL	12	100.0	12207	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	ANOTHER DAY OFF	-	-	-	-
2	1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	5	41.7	5961	48.8
3	2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	6	50.0	5496	45.0
4	2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5	OTHER	1	8.3	750	6.1
	TOTAL	12	100.0	12207	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	16.7	4605	37.7
1	ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	6	50.0	6442	52.8
2	AN EXTRA DAY'S PAY	-	-	-	-
3	1 OR 2	1	8.3	100	0.8
4	OTHER	3	25.0	1060	8.7
	TOTAL	12	100.0	12207	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	33.3	2021	16.6
1	ANOTHER PAID DAY OFF	5	41.7	5236	42.9
2	ANOTHER DAY'S PAY	-	-	-	-
3	1 OR 2	3	25.0	4950	40.6
4	NOT GRANTED	-	-	-	-
	TOTAL	12	100.0	12207	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	3	25.0	4705	38.5
1	TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2	ONE WEEK AFTER 6 MONTHS	-	-	-	-
3	GRADUATED ACCORDING TO LENGTH OF SERVICE	5	41.7	3225	26.4
4	OTHER	4	33.3	4277	35.0
	TOTAL	12	100.0	12207	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	1	8.3	750	6.1
1	TWO WEEKS	-	-	-	-
2	THREE WEEKS	-	-	-	-
3	FOUR WEEKS	2	16.7	3417	28.0
4	FIVE WEEKS	3	25.0	555	4.5
5	SIX WEEKS	4	33.3	1735	14.2
6	SEVEN WEEKS	2	16.7	5750	47.1
7	EIGHT WEEKS	-	-	-	-
8	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2	ONE YEAR OF SERVICE	6	50.0	5346	43.8
3	TWO YEARS	2	16.7	450	3.7
4	THREE YEARS	2	16.7	4605	37.7
5	FOUR YEARS	-	-	-	-
6	FIVE YEARS	1	8.3	1056	8.7
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	1	8.3	750	6.1
9	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	1	8.3	750	6.1
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	4	33.3	1660	13.6
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	2	16.7	1425	11.7
8	EIGHT YEARS	2	16.7	4605	37.7
9	NINE YEARS	2	16.7	2711	22.2
10	TEN YEARS	1	8.3	1056	8.7
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	3	25.0	4167	34.1
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	4	33.3	1660	13.6
11	ELEVEN YEARS	2	16.7	655	5.4
12	TWELVE YEARS	1	8.3	875	7.2
13	THIRTEEN YEARS	1	8.3	4500	36.9
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	1	8.3	350	2.9
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	6	50.0	4722	38.7
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	2	16.7	1450	11.9
16	SIXTEEN YEARS	1	8.3	110	0.9
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	1	8.3	4500	36.9
19	NINETEEN YEARS	1	8.3	550	4.5
20	TWENTY YEARS	1	8.3	875	7.2
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	12	100.0	12207	100.0

21 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	6457	52.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	8.3	1250	10.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	8.3	4500	36.9
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	12	100.0	12207	100.0
32 THIRTY-TWO YEARS	-	-	-	-
33 THIRTY-THREE YEARS	-	-	-	-
34 THIRTY-FOUR YEARS	-	-	-	-
35 THIRTY-FIVE OR MORE YEARS	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	12	100.0	12207	100.0
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	-	-	-	-
32	THIRTY-TWO YEARS	5	41.7	3130	25.6
33	THIRTY-THREE YEARS	2	16.7	3417	28.0
34	THIRTY-FOUR YEARS	4	33.3	4910	40.2
35	THIRTY-FIVE YEARS	1	8.3	750	6.1
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-09 ANNUAL VACATION PAY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	-	-	-	-
1	REGULAR PAY	5	41.7	3130	25.6
2	PERCENTAGE OF YEARLY GROSS EARNINGS	2	16.7	3417	28.0
3	1 OR 2, WHICHEVER IS GREATER	4	33.3	4910	40.2
4	OTHER	1	8.3	750	6.1
	TOTAL	12	100.0	12207	100.0

FIELD 10-10 VACATION CARRY-OVER

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	6	50.0	6861	56.2
1	WITH LIMITATIONS	6	50.0	5346	43.8
2	WITHOUT LIMITATIONS	-	-	-	-
3	NOT ALLOWED	-	-	-	-
4	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	11792	96.6
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	25.0	415	3.4
3 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	5	41.7	2861	23.4
4 FOUR DAYS	2	16.7	310	2.5
5 FIVE DAYS	2	16.7	5375	44.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	2	16.7	2911	23.8
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 PROVISION FOR FULL REGULAR PAY	11	91.7	11457	93.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	855	7.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	25.0	1516	12.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	6	50.0	5336	43.7
4 OTHER	1	8.3	4500	36.9
TOTAL	12	100.0	12207	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	10782	88.3
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	2	16.7	1425	11.7
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	91.7	11332	92.8
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	8.3	875	7.2
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1200	9.8
1 17 WEEKS	-	-	-	-
2 18 WEEKS	7	58.3	9582	78.5
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	2	16.7	1425	11.7
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	91.7	10957	89.8
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	8.3	1250	10.2
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1200	9.8
1 SENIORITY RETAINED	7	58.3	9846	80.7
2 SENIORITY ACCUMULATED	1	8.3	1056	8.7
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	8.3	105	0.9
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	75.0	10677	87.5
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	16.7	1425	11.7
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	8.3	105	0.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	3506	28.7
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	7	58.3	8701	71.3
3 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	2671	21.9
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	16.7	6861	56.2
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	3	25.0	2675	21.9
TOTAL	12	100.0	12207	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	83.3	10082	82.6
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	2	16.7	2125	17.4
TOTAL	12	100.0	12207	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	1065	8.7
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	8.3	2361	19.3
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	1	8.3	1056	8.7
5 OTHER	6	50.0	7725	63.3
TOTAL	12	100.0	12207	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	4605	37.7
1 PROVISION	10	83.3	7602	62.3
TOTAL	12	100.0	12207	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	750	6.1
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	11	91.7	11457	93.9
3 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	50.0	7055	57.8
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	5	41.7	4096	33.6
7 OTHER	1	8.3	1056	8.7
TOTAL	12	100.0	12207	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO HEALTH AND WELFARE FUND	12	100.0	12207	100.0
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	-	-	-	-
5	50 - 74 CENTS PER HOUR	-	-	-	-
6	75 CENTS - $1.00 PER HOUR	-	-	-	-
7	MORE THAN $1.00 PER HOUR	-	-	-	-
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0	PLAN NOT MENTIONED IN AGREEMENT	2	16.7	1806	14.8
1	100% OF PREMIUM	6	50.0	9636	78.9
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5	50% OF PREMIUM	2	16.7	305	2.5
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	110	0.9
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0	PLAN NOT MENTIONED IN AGREEMENT	3	25.0	1906	15.6
1	100% OF PREMIUM	7	58.3	9846	80.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5	50% OF PREMIUM	-	-	-	-
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	105	0.9
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

0	PLAN NOT MENTIONED IN AGREEMENT	1	8.3	750	6.1
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	1	8.3	1056	8.7
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	5	41.7	4246	34.8
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	5	41.7	6155	50.4
7	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

27 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	33.3	4011	32.9
1	ONE TO SIX DAYS	3	25.0	5485	44.9
2	SEVEN TO TWELVE DAYS	3	25.0	1261	10.3
3	THIRTEEN TO FIFTEEN DAYS	1	8.3	200	1.6
4	SIXTEEN TO EIGHTEEN DAYS	1	8.3	1250	10.2
5	NINETEEN OR MORE DAYS	-	-	-	-
6	VARIES WITH LENGTH OF SERVICE	-	-	-	-
7	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	8	66.7	6441	52.8
1	30 DAYS OR LESS	2	16.7	210	1.7
2	31 TO 90 DAYS	2	16.7	5556	45.5
3	91 TO 120 DAYS	-	-	-	-
4	121 TO 150 DAYS	-	-	-	-
5	151 TO 200 DAYS	-	-	-	-
6	201 TO 250 DAYS	-	-	-	-
7	MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8	UNLIMITED ACCUMULATION	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	9	75.0	6347	52.0
1	ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2	FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3	PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	16.7	1360	11.1
4	COMBINATION	1	8.3	4500	36.9
5	OTHER	-	-	-	-
	TOTAL	12	100.0	12207	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	16.7	1806	14.8
1	100% OF PREMIUM	7	58.3	9746	79.8
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5	50% OF PREMIUM	1	8.3	105	0.9
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9	OTHER	1	8.3	200	1.6
	TOTAL	12	100.0	12207	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	16.7	1806	14.8
1	LESS THAN 12 WEEKS	1	8.3	550	4.5
2	13 WEEKS	-	-	-	-
3	26 WEEKS	3	25.0	4955	40.6
4	39 WEEKS	-	-	-	-
5	52 WEEKS	1	8.3	200	1.6
6	VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	100	0.8
8	OTHER	4	33.3	4596	37.7
	TOTAL	12	100.0	12207	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	1806	14.8
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	1	8.3	350	2.9
5 PERCENTAGE OF EARNINGS	6	50.0	6615	54.2
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	8.3	200	1.6
7 VARIES ACCORDING TO EARNINGS	1	8.3	875	7.2
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	1	8.3	2361	19.3
TOTAL	12	100.0	12207	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	25.0	1911	15.7
1 PROVISION	9	75.0	10296	84.3
TOTAL	12	100.0	12207	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	1806	14.8
1 100% OF PREMIUM	7	58.3	8696	71.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5 50% OF PREMIUM	2	16.7	1355	11.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	16.7	1806	14.8
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	16.7	460	3.8
5 MORE THAN $20,000	1	8.3	4500	36.9
6 VARIES ACCORDING TO EARNINGS	6	50.0	4891	40.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	8.3	550	4.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6521	53.4
1 100% OF PREMIUM	4	33.3	1725	14.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	1250	10.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	8.3	2361	19.3
TOTAL	12	100.0	12207	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	41.7	6521	53.4
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	8.3	350	2.9
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	4	33.3	1725	14.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	8.3	1250	10.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	8.3	2361	19.3
TOTAL	12	100.0	12207	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	2	16.7	1806	14.8
1 100% OF PREMIUM	8	66.7	9941	81.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	8.3	350	2.9
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	8.3	110	0.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	2	16.7	1806	14.8
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	1	8.3	105	0.9
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	7	58.3	8696	71.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	16.7	1600	13.1
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	3	25.0	955	7.8
1 PROVISION	9	75.0	11252	92.2
TOTAL	12	100.0	12207	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	3	25.0	955	7.8
1 UNION	2	16.7	550	4.5
2 MANAGEMENT	1	8.3	1250	10.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	25.0	5666	46.4
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	25.0	3786	31.0
6 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	6	50.0	6861	56.2
1 PROVISION	6	50.0	5346	43.8
TOTAL	12	100.0	12207	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	2	16.7	750	6.1
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	2	16.7	1360	11.1
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	3	25.0	1725	14.1
4 BY UNION REPRESENTATIVE	-	-	-	-
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	5	41.7	8372	68.6
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	8.3	105	0.9
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	1	8.3	1250	10.2
3 ONE WEEK	1	8.3	350	2.9
4 TEN DAYS	4	33.3	5866	48.1
5 TWO WEEKS	1	8.3	550	4.5
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	1	8.3	2361	19.3
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	8.3	875	7.2
10 OTHER	2	16.7	850	7.0
TOTAL	12	100.0	12207	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	50.0	6311	51.7
1 PROVISION	6	50.0	5896	48.3
TOTAL	12	100.0	12207	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	91.7	11857	97.1
1 PROVISION	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6255	51.2
1 PROVISION	7	58.3	5952	48.8
TOTAL	12	100.0	12207	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6961	57.0
1 PROVISION	7	58.3	5246	43.0
TOTAL	12	100.0	12207	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 AS REQUIRED BY LEGISLATION	1	8.3	750	6.1
1 SINGLE ARBITRATOR	-	-	-	-
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	5	41.7	6411	52.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	5	41.7	4696	38.5
6 OTHER	1	8.3	350	2.9
TOTAL	12	100.0	12207	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NOT PROHIBITED (OR NO MENTION)	11	91.7	12107	99.2
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	8.3	100	0.8
TOTAL	12	100.0	12207	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	58.3	3985	32.6
1 PROVISION	5	41.7	8222	67.4
TOTAL	12	100.0	12207	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	41.7	6310	51.7
1 JOINT SAFETY COMMITTEE	6	50.0	5697	46.7
2 OTHER	1	8.3	200	1.6
TOTAL	12	100.0	12207	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	5	41.7	6310	51.7
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	3	25.0	1055	8.6
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	8.3	2361	19.3
4 RIGHT TO UNDERTAKE INSPECTIONS	1	8.3	1056	8.7
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	1	8.3	875	7.2
8 OTHER	1	8.3	550	4.5
TOTAL	12	100.0	12207	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	5	41.7	6310	51.7
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	5	41.7	4822	39.5
2 PROVISION FOR PAY OF SAFETY COMMITTEE	2	16.7	1075	8.8
TOTAL	12	100.0	12207	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	33.3	2650	21.7
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	7	58.3	9452	77.4
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	1	8.3	105	0.9
4 OTHER	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	83.3	11232	92.0
1 PROVISION	2	16.7	975	8.0
TOTAL	12	100.0	12207	100.0

FIELD 14-06 VIDEO DIPSLAY TERMINALS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	66.7	7521	61.6
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	8.3	1250	10.2
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	8.3	875	7.2
4 OTHER	2	16.7	2561	21.0
TOTAL	12	100.0	12207	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	7	58.3	3215	26.3
1 PROVISION	5	41.7	8992	73.7
TOTAL	12	100.0	12207	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	9	75.0	8771	71.9
1 PROVISION	3	25.0	3436	28.1
TOTAL	12	100.0	12207	100.0

FIELD 15-02 SEXUAL HARASSMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	66.7	4271	35.0
1 POLICY STATEMENT ONLY	2	16.7	4700	38.5
2 POLICY AND/OR COMPLAINT PROCEDURE	1	8.3	875	7.2
3 MENTIONED BUT NOT SPECIFIED	1	8.3	2361	19.3
TOTAL	12	100.0	12207	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	12	100.0	12207	100.0
1 PROVISION	-	-	-	-
TOTAL	12	100.0	12207	100.0

FIELD 15-04 JOB EVALUATION PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	7	58.3	7061	57.8
1 PROVISION	5	41.7	5146	42.2
TOTAL	12	100.0	12207	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	7	58.3	7071	57.9
1 PROVISION	5	41.7	5136	42.1
TOTAL	12	100.0	12207	100.0

33 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	5	41.7	1715	14.0
1 PROVISION	7	58.3	10492	86.0
TOTAL	12	100.0	12207	100.0

FIELD 15-07 TOOL ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	66.7	9632	78.9
1 PROVISION	4	33.3	2575	21.1
TOTAL	12	100.0	12207	100.0

PART I: g
COMMUNITY, BUSINESS AND PERSONAL SERVICES

(43 agreements covering 65,361 employees)

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	35	81.4	11536	17.6
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	18.6	53825	82.4
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	11	25.6	1538	2.4
2 200 - 499 EMPLOYEES	19	44.2	6061	9.3
3 500 - 999 EMPLOYEES	7	16.3	4749	7.3
4 1000 - 4999 EMPLOYEES	4	9.3	15281	23.4
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	2	4.7	37732	57.7
TOTAL	43	100.0	65361	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	43	100.0	65361	100.0
1 FEDERAL	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	12	27.9	14323	21.9
1 PUBLIC	31	72.1	51038	78.1
TOTAL	43	100.0	65361	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	6	14.0	2009	3.1
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	15	34.9	5144	7.9
3 MORE THAN 2 YEARS, LESS THAN 3	2	4.7	591	0.9
4 3 YEARS	17	39.5	42717	65.4
5 MORE THAN 3 YEARS	3	7.0	14900	22.8
6 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	1	2.3	587	0.9
1 1ST HALF OF 1987	2	4.7	300	0.5
2 2ND HALF OF 1987	11	25.6	4013	6.1
3 1ST HALF OF 1988	8	18.6	3629	5.6
4 2ND HALF OF 1988	9	20.9	3873	5.9
5 1ST HALF OF 1989	7	16.3	43682	66.8
6 2ND HALF OF 1989	5	11.6	9277	14.2
7 LATER THAN 1989	-	-	-	-
TOTAL	43	100.0	65361	100.0

2 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	EAST AND WEST KOOTENAYS	1	2.3	100	0.2
1	OKANAGAN	-	-	-	-
2	SOUTHERN INTERIOR	-	-	-	-
3	LOWER COAST AND LOWER MAINLAND	21	48.8	9482	14.5
4	VANCOUVER ISLAND	9	20.9	2083	3.2
5	CENTRAL INTERIOR	2	4.7	463	0.7
6	PEACE RIVER	-	-	-	-
7	NORTH WEST	1	2.3	107	0.2
8	TWO OR MORE REGIONS	9	20.9	53126	81.3
9	INTER-PROVINCIAL	-	-	-	-
	TOTAL	43	100.0	65361	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	6	14.0	2499	3.8
1	GENERAL STATEMENT OF MANAGEMENT RIGHTS	23	53.5	16940	25.9
2	ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	9	20.9	43653	66.8
3	ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	11.6	2269	3.5
4	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 2-02 CONTRACTING OUT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	27.9	8281	12.7
1	CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	1	2.3	2000	3.1
2	CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	20	46.5	44258	67.7
3	CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4	CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	1	2.3	307	0.5
5	CONTRACTING OUT PROHIBITED ENTIRELY	4	9.3	9187	14.1
6	OTHER	5	11.6	1328	2.0
	TOTAL	43	100.0	65361	100.0

FIELD 2-03 UNION SECURITY CLAUSE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	4.7	14169	21.7
1	CLOSED SHOP	1	2.3	300	0.5
2	UNION SHOP	20	46.5	14508	22.2
3	MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	17	39.5	34384	52.6
4	MAINTENANCE OF MEMBERSHIP	2	4.7	1550	2.4
5	RAND FORMULA	1	2.3	450	0.7
6	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	VOLUNTARY	-	-	-	-
2	COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	19	44.2	14401	22.0
3	COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	18	41.9	32770	50.1
4	COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	11.6	17719	27.1
5	COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6	OTHER	1	2.3	471	0.7
	TOTAL	43	100.0	65361	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	6	14.0	1994	3.1
1	CROSS PICKET LINES	30	69.8	59341	90.8
2	HOT CARGOES	-	-	-	-
3	NON-UNION WORKERS	1	2.3	130	0.2
4	COMBINATION OF 1, 2, AND/OR 3	4	9.3	2756	4.2
5	OTHER	2	4.7	1140	1.7
	TOTAL	43	100.0	65361	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	3	7.0	24351	37.3
1	UNION HIRING HALL	-	-	-	-
2	EMPLOYER (PLANT, BARGAINING UNIT)	32	74.4	29269	44.8
3	DEPARTMENT (BRANCH, DIVISION)	1	2.3	8000	12.2
4	CRAFT (OCCUPATION)	-	-	-	-
5	EMPLOYER AND DEPARTMENT	3	7.0	810	1.2
6	EMPLOYER AND CRAFT	2	4.7	631	1.0
7	COMBINATION OF THE ABOVE	2	4.7	2300	3.5
8	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	4.7	580	0.9
1	ONE CALENDAR MONTH	3	7.0	1680	2.6
2	TWO CALENDAR MONTHS	1	2.3	822	1.3
3	THREE CALENDAR MONTHS	17	39.5	46198	70.7
4	SIX CALENDAR MONTHS	3	7.0	1298	2.0
5	THIRTY WORKING DAYS	1	2.3	107	0.2
6	FORTY-FIVE WORKING DAYS	1	2.3	205	0.3
7	SIXTY WORKING DAYS	2	4.7	443	0.7
8	240 WORKING DAYS	-	-	-	-
9	OTHER	13	30.2	14028	21.5
	TOTAL	43	100.0	65361	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	9.3	879	1.3
1	STRAIGHT SENIORITY	1	2.3	160	0.2
2	GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	23	53.5	18190	27.8
3	GOVERNS WHERE QUALIFICATIONS ARE EQUAL	11	25.6	20974	32.1
4	TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	9.3	25158	38.5
5	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	9.3	1652	2.5
1	STRAIGHT SENIORITY	12	27.9	5073	7.8
2	GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	20	46.5	52133	79.8
3	GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	14.0	6032	9.2
4	TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	2.3	471	0.7
5	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	8	18.6	11831	18.1
1	LESS THAN 24 HOURS	1	2.3	790	1.2
2	24 HOURS TO 48 HOURS	1	2.3	253	0.4
3	72 HOURS	-	-	-	-
4	ONE WEEK	-	-	-	-
5	TWO WEEKS	3	7.0	750	1.1
6	ONE MONTH	8	18.6	2897	4.4
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	11	25.6	22476	34.4
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9	OTHER	11	25.6	26364	40.3
	TOTAL	43	100.0	65361	100.0

FIELD 3-06 RECALL PROCEDURE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	4	9.3	13421	20.5
1	STRAIGHT SENIORITY	10	23.3	3304	5.1
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	24	55.8	45472	69.6
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	4.7	475	0.7
4	SENIORITY CONSIDERED WITH OTHER FACTORS	1	2.3	471	0.7
5	UNION HIRING HALL REFERRAL	-	-	-	-
6	OTHER	2	4.7	2218	3.4
	TOTAL	43	100.0	65361	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	9	20.9	2822	4.3
1	FAILURE TO REPORT WHEN NOTIFIED	2	4.7	14450	22.1
2	AFTER A SPECIFIED PERIOD OFF WORK	2	4.7	570	0.9
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	30	69.8	47519	72.7
	TOTAL	43	100.0	65361	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	3	7.0	780	1.2
1	LESS THAN SIX MONTHS	1	2.3	450	0.7
2	SIX MONTHS	5	11.6	10914	16.7
3	SEVEN TO TWELVE MONTHS	1	2.3	156	0.2
4	TWELVE MONTHS	19	44.2	33423	51.1
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	5	11.6	2962	4.5
6	MORE THAN TWENTY-FOUR MONTHS	1	2.3	150	0.2
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	4	9.3	1777	2.7
8	NOT SPECIFIED OR INDEFINITE	2	4.7	14450	22.1
9	SENIORITY LOST ON LAYOFF	1	2.3	169	0.3
10	OTHER	1	2.3	130	0.2
	TOTAL	43	100.0	65361	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	27	62.8	13596	20.8
1	UP TO 1 YEAR	1	2.3	307	0.5
2	12 - 24 MONTHS	3	7.0	1293	2.0
3	MORE THAN 24 MONTHS	2	4.7	267	0.4
4	VARIES BY TYPE OF INCAPACITATION	2	4.7	2300	3.5
5	OTHER	8	18.6	47598	72.8
	TOTAL	43	100.0	65361	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	51.2	20875	31.9
1 SENIORITY LOST ON TRANSFER	1	2.3	790	1.2
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	9	20.9	16187	24.8
3 SENIORITY RETAINED INDEFINITELY	7	16.3	26287	40.2
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	4	9.3	1222	1.9
TOTAL	43	100.0	65361	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	42	97.7	65201	99.8
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	1	2.3	160	0.2
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	11.6	10524	16.1
1 PROVISION	38	88.4	54837	83.9
TOTAL	43	100.0	65361	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	33	76.7	61718	94.4
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	2	4.7	1314	2.0
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	8	18.6	2329	3.6
TOTAL	43	100.0	65361	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	93.0	62121	95.0
1 PROVISION	3	7.0	3240	5.0
TOTAL	43	100.0	65361	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	16.3	6880	10.5
1 APPRENTICESHIP	1	2.3	23732	36.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	5	11.6	3094	4.7
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	3	7.0	15350	23.5
4 1 AND 2	2	4.7	220	0.3
5 1 AND 3	2	4.7	937	1.4
6 2 AND 3	3	7.0	784	1.2
7 1, 2 AND 3	5	11.6	1202	1.8
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	3	7.0	1217	1.9
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	2	4.7	610	0.9
10 OTHER	10	23.3	11335	17.3
TOTAL	43	100.0	65361	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	39	90.7	40635	62.2
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	2	4.7	894	1.4
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	2	4.7	23832	36.5
TOTAL	43	100.0	65361	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	37	86.0	62468	95.6
1 REDUCTION IN NORMAL HOURS OF WORK	5	11.6	2770	4.2
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	2.3	123	0.2
TOTAL	43	100.0	65361	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	13	30.2	12093	18.5
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	25	58.1	14704	22.5
3 RATE OF TEMPORARY JOB	1	2.3	207	0.3
4 OTHER	4	9.3	38357	58.7
TOTAL	43	100.0	65361	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	36	83.7	63168	96.6
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	7.0	637	1.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.3	790	1.2
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	4.7	316	0.5
5 OTHER	1	2.3	450	0.7
TOTAL	43	100.0	65361	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	42	97.7	65231	99.8
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	1	2.3	130	0.2
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	8	18.6	2974	4.6
1 UNION-MANAGEMENT CONSULTATION ONLY	4	9.3	24671	37.7
2 ARBITRATION IF CONSULTATION FAILS	30	69.8	37586	57.5
3 OTHER	1	2.3	130	0.2
TOTAL	43	100.0	65361	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	27.9	42576	65.1
1 LESS THAN THREE MONTHS	9	20.9	16594	25.4
2 THREE MONTHS	16	37.2	4736	7.2
3 SIX MONTHS	-	-	-	-
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	4	9.3	1000	1.5
6 OTHER	2	4.7	455	0.7
TOTAL	43	100.0	65361	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	44.2	43174	66.1
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	7	16.3	3374	5.2
2 CONSULTATION - DETAILS UNSPECIFIED	14	32.6	4403	6.7
3 OTHER	3	7.0	14410	22.0
TOTAL	43	100.0	65361	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	26	60.5	45386	69.4
1 PROVISION	17	39.5	19975	30.6
TOTAL	43	100.0	65361	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	32.6	14896	22.8
1 STRAIGHT LAYOFF	2	4.7	14450	22.1
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	15	34.9	5119	7.8
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	2.3	4181	6.4
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	1	2.3	450	0.7
5 COMBINATION	6	14.0	24613	37.7
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	2.3	502	0.8
7 OTHER	3	7.0	1150	1.8
TOTAL	43	100.0	65361	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	58.1	36039	55.1
1 LESS THAN ONE YEAR	3	7.0	751	1.1
2 ONE YEAR	11	25.6	3634	5.6
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	2	4.7	1075	1.6
7 TEN YEARS	1	2.3	23732	36.3
8 OTHER	1	2.3	130	0.2
TOTAL	43	100.0	65361	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	20	46.5	34602	52.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	8	18.6	2248	3.4
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	11	25.6	3514	5.4
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	1	2.3	169	0.3
5 OTHER	3	7.0	24828	38.0
TOTAL	43	100.0	65361	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	23	53.5	35195	53.8
1 LESS THAN 20 WEEKS' PAY	4	9.3	904	1.4
2 20 - 25 WEEKS' PAY	1	2.3	23732	36.3
3 26 - 29 WEEKS' PAY	10	23.3	3167	4.8
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	1	2.3	843	1.3
6 NO MAXIMUM	4	9.3	1520	2.3
7 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	30	69.8	24113	36.9
1 LESS THAN THREE MONTHS	6	14.0	15602	23.9
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	2.3	843	1.3
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	2.3	23732	36.3
5 BY LENGTH OF SERVICE	2	4.7	243	0.4
6 OTHER	3	7.0	828	1.3
TOTAL	43	100.0	65361	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	16	37.2	19558	29.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	12	27.9	4400	6.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	7.0	15207	23.3
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	11	25.6	25991	39.8
6 OTHER	1	2.3	205	0.3
TOTAL	43	100.0	65361	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	23	53.5	35870	54.9
1 COMPANY PROGRAM	11	25.6	4144	6.3
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	2.3	23732	36.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	8	18.6	1615	2.5
5 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	42	97.7	65201	99.8
1 PROVISION	1	2.3	160	0.2
TOTAL	43	100.0	65361	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	43	100.0	65361	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	10	23.3	3119	4.8
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	2.3	120	0.2
2 WAGE ADJUSTMENT YEARLY	20	46.5	14878	22.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	10	23.3	46394	71.0
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	2	4.7	850	1.3
TOTAL	43	100.0	65361	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	38	88.4	45125	69.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	5	11.6	20236	31.0
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	14	32.6	4906	7.5
1 SEVERANCE PAY PLAN	29	67.4	60455	92.5
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	43	100.0	65361	100.0
1 PROVISION	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	17	39.5	5956	9.1
1 LESS THAN ONE YEAR	5	11.6	9830	15.0
2 ONE YEAR	14	32.6	6021	9.2
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	1	2.3	822	1.3
6 TEN YEARS	3	7.0	41913	64.1
7 OTHER	3	7.0	819	1.3
TOTAL	43	100.0	65361	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	32.6	4906	7.5
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	7	16.3	6117	9.4
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	2.3	450	0.7
4 VARIES ACCORDING TO LENGTH OF SERVICE	12	27.9	4180	6.4
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	9	20.9	49708	76.1
TOTAL	43	100.0	65361	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	37.2	5247	8.0
1 LESS THAN 20 WEEKS' PAY	7	16.3	2506	3.8
2 20 WEEKS' PAY	3	7.0	41913	64.1
3 21 - 25 WEEKS' PAY	1	2.3	156	0.2
4 26 - 29 WEEKS' PAY	8	18.6	2793	4.3
5 30 - 52 WEEKS' PAY	1	2.3	843	1.3
6 NO MAXIMUM	6	14.0	11713	17.9
7 OTHER	1	2.3	190	0.3
TOTAL	43	100.0	65361	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	93.0	63972	97.9
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	3	7.0	1389	2.1
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	93.0	63972	97.9
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	1	2.3	169	0.3
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	2.3	1100	1.7
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	2.3	120	0.2
TOTAL	43	100.0	65361	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			38292	68.3
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			16777	29.9
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			959	1.7
TOTAL			56028	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			3794	40.7
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			5049	54.1
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			40	0.4
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			450	4.8
TOTAL			9333	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			21603	38.6
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			14000	25.0
7 OTHER			20425	36.5
TOTAL			56028	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			450	4.8
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			4707	50.4
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			4176	44.7
TOTAL			9333	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			700	1.2
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			123	0.2
3 37 1/2 HOURS			38292	68.3
4 40 HOURS			16654	29.7
5 MORE THAN 40 HOURS			-	-
6 OTHER			259	0.5
TOTAL			56028	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			3724	39.9
3 37 1/2 HOURS			5049	54.1
4 40 HOURS			110	1.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			450	4.8
TOTAL			9333	100.0

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	4.7	619	0.9
1 TWO DAYS (CONSECUTIVE)	34	79.1	11829	18.1
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	7.0	41913	64.1
7 OTHER	4	9.3	11000	16.8
TOTAL	43	100.0	65361	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	40	93.0	63914	97.8
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	2	4.7	997	1.5
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	2.3	450	0.7
TOTAL	43	100.0	65361	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	41	95.3	64461	98.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	2	4.7	900	1.4
TOTAL	43	100.0	65361	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	18.6	3137	4.8
1 TWO FOR A TOTAL OF 20 MINUTES	7	16.3	9846	15.1
2 TWO FOR A TOTAL OF 30 MINUTES	26	60.5	28439	43.5
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	2.3	207	0.3
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	1	2.3	23732	36.3
TOTAL	43	100.0	65361	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	48.8	8182	12.5
1 LESS THAN ONE DAY (24 HOURS)	1	2.3	1100	1.7
2 ONE DAY (24 HOURS)	4	9.3	2848	4.4
3 MORE THAN ONE DAY LESS THAN THREE	6	14.0	9811	15.0
4 THREE DAYS TO LESS THAN SEVEN	1	2.3	300	0.5
5 SEVEN TO FOURTEEN DAYS	5	11.6	42199	64.6
6 MORE THAN FOURTEEN DAYS	1	2.3	130	0.2
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	4	9.3	791	1.2
TOTAL	43	100.0	65361	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	43	100.0	65361	100.0
1 PROVISION	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	93.0	64460	98.6
1 PROVISION	3	7.0	901	1.4
TOTAL	43	100.0	65361	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	93.0	64460	98.6
1 PROVISION	3	7.0	901	1.4
TOTAL	43	100.0	65361	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	36	83.7	62654	95.9
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	2.3	471	0.7
5 UNDER STUDY	1	2.3	160	0.2
6 OTHER	5	11.6	2076	3.2
TOTAL	43	100.0	65361	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	2.3	790	1.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	4.7	603	0.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	13	30.2	28385	43.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	15	34.9	21711	33.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	7.0	1352	2.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	6	14.0	11396	17.4
7 OTHER	3	7.0	1124	1.7
TOTAL	43	100.0	65361	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	2	4.7	1097	1.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	3	7.0	810	1.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	20.9	27375	41.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	10	23.3	2997	4.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	7.0	1352	2.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	4.7	383	0.6
6 2 X	8	18.6	11837	18.1
7 OTHER	6	14.0	19510	29.8
TOTAL	43	100.0	65361	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	20.9	3256	5.0
1 1 1/2 X	2	4.7	997	1.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.3	822	1.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	5	11.6	18708	28.6
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	9.3	982	1.5
6 2 X	20	46.5	39248	60.0
7 OTHER	2	4.7	1348	2.1
TOTAL	43	100.0	65361	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	18.6	3066	4.7
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	2.3	100	0.2
5 2 X	30	69.8	46740	71.5
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	4	9.3	15455	23.6
TOTAL	43	100.0	65361	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	7.0	926	1.4
1 PAY ONLY	16	37.2	14504	22.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	24	55.8	49931	76.4
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	27	62.8	21760	33.3
1 RIGHT TO REFUSE	12	27.9	28694	43.9
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	4.7	700	1.1
4 OTHER	2	4.7	14207	21.7
TOTAL	43	100.0	65361	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	33	76.7	62062	95.0
1 BASED ON SENIORITY	2	4.7	830	1.3
2 SHARED AMONG ALL EMPLOYEES	6	14.0	1487	2.3
3 OTHER	2	4.7	982	1.5
TOTAL	43	100.0	65361	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	28	65.1	40444	61.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	9	20.9	23433	35.9
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	2.3	471	0.7
6 FLAT AMOUNT PER HOUR OR DAY	4	9.3	808	1.2
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.3	205	0.3
TOTAL	43	100.0	65361	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	58.1	39596	60.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	9	20.9	23433	35.9
2 1 1/2 X	1	2.3	150	0.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	7.0	964	1.5
6 FLAT AMOUNT PER HOUR OR PER DAY	4	9.3	1013	1.5
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.3	205	0.3
TOTAL	43	100.0	65361	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	18.6	11949	18.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	2	4.7	507	0.8
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	5	11.6	1634	2.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	14	32.6	46614	71.3
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	4.7	741	1.1
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	5	11.6	1227	1.9
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	7	16.3	2689	4.1
TOTAL	43	100.0	65361	100.0

FIELD 8-11 PAID MEAL PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	58.1	20864	31.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	10	23.3	16637	25.5
2 ON DESIGNATED SHIFTS	5	11.6	3657	5.6
3 1 AND 2	2	4.7	23950	36.6
4 OTHER	1	2.3	253	0.4
TOTAL	43	100.0	65361	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	26	60.5	36001	55.1
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	3	7.0	825	1.3
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	7	16.3	25300	38.7
6 MEAL PROVIDED	5	11.6	2630	4.0
7 OTHER	2	4.7	605	0.9
TOTAL	43	100.0	65361	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	34	79.1	47243	72.3
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	4	9.3	1263	1.9
3 2 X	-	-	-	-
4 FLAT AMOUNT	2	4.7	14790	22.6
5 OTHER	3	7.0	2065	3.2
TOTAL	43	100.0	65361	100.0

16 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 8-14 STAND-BY PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	33	76.7	19675	30.1
1 PROVISION	10	23.3	45686	69.9
TOTAL	43	100.0	65361	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	31	72.1	38354	58.7
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	8	18.6	2083	3.2
3 PERCENTAGE OF REGULAR RATE	1	2.3	400	0.6
4 REDUCED SHIFT	-	-	-	-
5 OTHER	3	7.0	24524	37.5
TOTAL	43	100.0	65361	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	39.5	16500	25.2
1 LESS THAN 20 CENTS PER HOUR	2	4.7	887	1.4
2 20 - 29 CENTS PER HOUR	4	9.3	918	1.4
3 30 - 49 CENTS PER HOUR	4	9.3	777	1.2
4 50 - 75 CENTS PER HOUR	8	18.6	43428	66.4
5 MORE THAN 75 CENTS PER HOUR	2	4.7	481	0.7
6 1/2 HOUR'S PAY PER SHIFT	2	4.7	601	0.9
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	4	9.3	1769	2.7
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	14	32.6	15399	23.6
1 LESS THAN 20 CENTS PER HOUR	1	2.3	123	0.2
2 20 - 29 CENTS PER HOUR	3	7.0	1112	1.7
3 30 - 49 CENTS PER HOUR	6	14.0	1992	3.0
4 50 - 74 CENTS PER HOUR	8	18.6	42968	65.7
5 75¢ - $1.00 PER HOUR	3	7.0	1014	1.6
6 MORE THAN $1.00 PER HOUR	1	2.3	190	0.3
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	2	4.7	601	0.9
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	4	9.3	1769	2.7
11 FLAT AMOUNT PER SHIFT	1	2.3	193	0.3
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	26	60.5	13997	21.4
1 LESS THAN 20 CENTS	1	2.3	120	0.2
2 20 - 29 CENTS PER HOUR	1	2.3	350	0.5
3 30 - 49 CENTS PER HOUR	1	2.3	190	0.3
4 50 - 75 CENTS PER HOUR	1	2.3	156	0.2
5 MORE THAN 75 CENTS PER HOUR	1	2.3	291	0.4
6 ONE HOUR'S PAY PER SHIFT	3	7.0	2750	4.2
7 FLAT AMOUNT PER SHIFT	3	7.0	8478	13.0
8 SPLIT SHIFT PROHIBITED	4	9.3	38022	58.2
9 OTHER	2	4.7	1007	1.5
TOTAL	43	100.0	65361	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	21	48.8	40381	61.8
1 PROVISION	22	51.2	24980	38.2
TOTAL	43	100.0	65361	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	40	93.0	50863	77.8
1 PROVISION	3	7.0	14498	22.2
TOTAL	43	100.0	65361	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	2	4.7	920	1.4
4 ELEVEN DAYS	37	86.0	63601	97.3
5 TWELVE DAYS	2	4.7	230	0.4
6 THIRTEEN DAYS	1	2.3	160	0.2
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	2.3	450	0.7
TOTAL	43	100.0	65361	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	13	30.2	44886	68.7
1 MINIMUM LENGTH OF SERVICE	13	30.2	5654	8.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	7	16.3	10988	16.8
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	2.3	307	0.5
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	6	14.0	2870	4.4
7 OTHER	3	7.0	656	1.0
TOTAL	43	100.0	65361	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	19	44.2	55876	85.5
1 LESS THAN ONE MONTH	5	11.6	2070	3.2
2 ONE MONTH	9	20.9	3364	5.1
3 TWO MONTHS	1	2.3	1100	1.7
4 MORE THAN TWO MONTHS	1	2.3	123	0.2
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	3	7.0	903	1.4
6 OTHER	5	11.6	1925	2.9
TOTAL	43	100.0	65361	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	7.0	844	1.3
1 ANOTHER DAY OFF	1	2.3	250	0.4
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	18.6	26062	39.9
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	23	53.5	11803	18.1
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	8	18.6	26402	40.4
TOTAL	43	100.0	65361	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	8	18.6	29424	45.0
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	25	58.1	21653	33.1
2 AN EXTRA DAY'S PAY	5	11.6	11207	17.1
3 1 OR 2	3	7.0	2340	3.6
4 OTHER	2	4.7	737	1.1
TOTAL	43	100.0	65361	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	15	34.9	5498	8.4
1 ANOTHER PAID DAY OFF	24	55.8	49613	75.9
2 ANOTHER DAY'S PAY	2	4.7	8700	13.3
3 1 OR 2	2	4.7	1550	2.4
4 NOT GRANTED	-	-	-	-
TOTAL	43	100.0	65361	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	13	30.2	19872	30.4
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	2	4.7	580	0.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	23	53.5	35339	54.1
4 OTHER	5	11.6	9570	14.6
TOTAL	43	100.0	65361	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	3	7.0	1458	2.2
4 FIVE WEEKS	8	18.6	12063	18.5
5 SIX WEEKS	24	55.8	8304	12.7
6 SEVEN WEEKS	3	7.0	473	0.7
7 EIGHT WEEKS	-	-	-	-
8 OTHER	5	11.6	43063	65.9
TOTAL	43	100.0	65361	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	2.3	450	0.7
1	MINIMUM GREATER THAN THREE WEEKS	6	14.0	42882	65.6
2	ONE YEAR OF SERVICE	16	37.2	5746	8.8
3	TWO YEARS	9	20.9	3260	5.0
4	THREE YEARS	9	20.9	12686	19.4
5	FOUR YEARS	2	4.7	337	0.5
6	FIVE YEARS	-	-	-	-
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	3	7.0	1319	2.0
1	ONE YEAR OF SERVICE	4	9.3	42013	64.3
2	TWO YEARS	-	-	-	-
3	THREE YEARS	1	2.3	160	0.2
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	3	7.0	742	1.1
6	SIX YEARS	4	9.3	1287	2.0
7	SEVEN YEARS	15	34.9	15151	23.2
8	EIGHT YEARS	6	14.0	1354	2.1
9	NINE YEARS	2	4.7	755	1.2
10	TEN YEARS	5	11.6	2580	3.9
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	43	100.0	65361	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	14.0	2777	4.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	1	2.3	100	0.2
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	2	4.7	665	1.0
9 NINE YEARS	4	9.3	42043	64.3
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	5	11.6	1319	2.0
13 THIRTEEN YEARS	2	4.7	457	0.7
14 FOURTEEN YEARS	3	7.0	1017	1.6
15 FIFTEEN YEARS	6	14.0	2672	4.1
16 SIXTEEN YEARS	7	16.3	1706	2.6
17 SEVENTEEN YEARS	2	4.7	755	1.2
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	5	11.6	11850	18.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	27.9	14166	21.7
1 ONE YEAR OF SERVICE	1	2.3	169	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	2.3	100	0.2
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	4	9.3	42043	64.3
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	2	4.7	454	0.7
18 EIGHTEEN YEARS	1	2.3	587	0.9
19 NINETEEN YEARS	1	2.3	505	0.8
20 TWENTY YEARS	5	11.6	882	1.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	4	9.3	1750	2.7
23 TWENTY-THREE YEARS	2	4.7	1047	1.6
24 TWENTY-FOUR YEARS	5	11.6	1160	1.8
25 TWENTY-FIVE YEARS	2	4.7	695	1.1
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	2.3	253	0.4
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	2	4.7	1550	2.4
TOTAL	43	100.0	65361	100.0

21 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	37	86.0	22975	35.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	3	7.0	41913	64.1
20	TWENTY YEARS	1	2.3	100	0.2
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	2.3	120	0.2
31	THIRTY-ONE YEARS	40	93.0	23448	35.9
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	1	2.3	253	0.4
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	43	100.0	65361	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	40	93.0	23448	35.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	1	2.3	253	0.4
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	3	7.0	41913	64.1
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
31 THIRTY-ONE YEARS	1	2.3	169	0.3
32 THIRTY-TWO YEARS	21	48.8	48449	74.1
33 THIRTY-THREE YEARS	14	32.6	14647	22.4
34 THIRTY-FOUR YEARS	7	16.3	2096	3.2
35 THIRTY-FIVE YEARS	-	-	-	-
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	1	2.3	169	0.3
1 REGULAR PAY	21	48.8	48449	74.1
2 PERCENTAGE OF YEARLY GROSS EARNINGS	14	32.6	14647	22.4
3 1 OR 2, WHICHEVER IS GREATER	7	16.3	2096	3.2
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	21	48.8	32777	50.1
1 WITH LIMITATIONS	19	44.2	6602	10.1
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	3	7.0	25982	39.8
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	31	72.1	20107	30.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	12	27.9	45254	69.2
3 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	20	46.5	34018	52.0
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	13	30.2	4201	6.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	7	16.3	25496	39.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	2.3	156	0.2
8 OTHER	2	4.7	1490	2.3
TOTAL	43	100.0	65361	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	2.3	790	1.2
1 PROVISION FOR FULL REGULAR PAY	42	97.7	64571	98.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	7.0	844	1.3
1 PAID LEAVE	1	2.3	294	0.4
2 UNPAID LEAVE	16	37.2	56288	86.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	20	46.5	6545	10.0
4 OTHER	3	7.0	1390	2.1
TOTAL	43	100.0	65361	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	34	79.1	20558	31.5
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	1	2.3	450	0.7
3 TWO DAYS	-	-	-	-
4 THREE DAYS	3	7.0	1147	1.8
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	7.0	41913	64.1
7 OTHER	2	4.7	1293	2.0
TOTAL	43	100.0	65361	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	36	83.7	63168	96.6
1 ONE MONTHS' SERVICE	1	2.3	450	0.7
2 TWO TO SIX MONTHS' SERVICE	3	7.0	1123	1.7
3 MORE THAN SIX MONTHS	1	2.3	169	0.3
4 OTHER	2	4.7	451	0.7
TOTAL	43	100.0	65361	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	5	11.6	2874	4.4
1	17 WEEKS	-	-	-	-
2	18 WEEKS	22	51.2	16460	25.2
3	19 - 25 WEEKS	1	2.3	193	0.3
4	26 WEEKS	9	20.9	43944	67.2
5	27 - 52 WEEKS	3	7.0	1148	1.8
6	VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7	NOT SPECIFIED, CANNOT DETERMINE	1	2.3	450	0.7
8	OTHER	2	4.7	292	0.4
	TOTAL	43	100.0	65361	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	40	93.0	40955	62.7
1	WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2	USE OF SICK LEAVE	-	-	-	-
3	LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4	OTHER	3	7.0	24406	37.3
	TOTAL	43	100.0	65361	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	27.9	4834	7.4
1	SENIORITY RETAINED	12	27.9	28338	43.4
2	SENIORITY ACCUMULATED	11	25.6	16322	25.0
3	NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	6	14.0	1417	2.2
4	SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	2.3	14000	21.4
5	OTHER	1	2.3	450	0.7
	TOTAL	43	100.0	65361	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	23	53.5	16999	26.0
1	NOT SPECIFIC	-	-	-	-
2	ONE DAY	13	30.2	45562	69.7
3	TWO DAYS	4	9.3	1583	2.4
4	THREE DAYS	1	2.3	169	0.3
5	FOUR DAYS	-	-	-	-
6	FIVE DAYS	-	-	-	-
7	OTHER	2	4.7	1048	1.6
	TOTAL	43	100.0	65361	100.0

FIELD 11-10 LEAVE - ADOPTION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	16	37.2	15616	23.9
1	PAID LEAVE	2	4.7	619	0.9
2	UNPAID LEAVE	23	53.5	25244	38.6
3	OTHER	2	4.7	23882	36.5
	TOTAL	43	100.0	65361	100.0

FIELD 11-11 LEAVE: EDUCATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	24	55.8	9261	14.2
1	LEAVE WITH FULL PAY	4	9.3	15576	23.8
2	LEAVE WITH PARTIAL PAY	1	2.3	130	0.2
3	LEAVE WITHOUT PAY	4	9.3	9532	14.6
4	LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	4.7	687	1.1
5	OTHER	8	18.6	30175	46.2
	TOTAL	43	100.0	65361	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	27	62.8	20302	31.1
1 ONE DAY	1	2.3	130	0.2
2 TWO DAYS	1	2.3	160	0.2
3 THREE DAYS	1	2.3	300	0.5
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	2.3	150	0.2
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	6	14.0	943	1.4
7 OTHER	6	14.0	43376	66.4
TOTAL	43	100.0	65361	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	37.2	14747	22.6
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	5	11.6	1702	2.6
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	10	23.3	41610	63.7
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	9.3	4753	7.3
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	8	18.6	2549	3.9
TOTAL	43	100.0	65361	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	18.6	2445	3.7
1 PROVISION	35	81.4	62916	96.3
TOTAL	43	100.0	65361	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	2.3	450	0.7
1 HEALTH AND WELFARE FUND	6	14.0	11514	17.6
2 SERIES OF PLANS	36	83.7	53397	81.7
3 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	44.2	15057	23.0
1 IMMEDIATELY ON BEING EMPLOYED	4	9.3	2193	3.4
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	3	7.0	24039	36.8
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	13	30.2	22735	34.8
7 OTHER	4	9.3	1337	2.0
TOTAL	43	100.0	65361	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO HEALTH AND WELFARE FUND	37	86.0	53916	82.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	3	7.0	3015	4.6
5 50 - 74 CENTS PER HOUR	3	7.0	8430	12.9
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PLAN NOT MENTIONED IN AGREEMENT	2	4.7	675	1.0
1 100% OF PREMIUM	14	32.6	46079	70.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	5	11.6	1057	1.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	13	30.2	5307	8.1
5 50% OF PREMIUM	5	11.6	1813	2.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	9.3	10430	16.0
10 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PLAN NOT MENTIONED IN AGREEMENT	4	9.3	1088	1.7
1 100% OF PREMIUM	13	30.2	46171	70.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	5	11.6	1057	1.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	13	30.2	5307	8.1
5 50% OF PREMIUM	4	9.3	1308	2.0
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	9.3	10430	16.0
10 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PLAN NOT MENTIONED IN AGREEMENT	5	11.6	9087	13.9
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	24	55.8	47948	73.4
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	2.3	225	0.3
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	9	20.9	6977	10.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	2	4.7	544	0.8
7 OTHER	2	4.7	580	0.9
TOTAL	43	100.0	65361	100.0

27 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	14	32.6	16064	24.6
1 ONE TO SIX DAYS	2	4.7	544	0.8
2 SEVEN TO TWELVE DAYS	1	2.3	294	0.4
3 THIRTEEN TO FIFTEEN DAYS	3	7.0	914	1.4
4 SIXTEEN TO EIGHTEEN DAYS	18	41.9	45220	69.2
5 NINETEEN OR MORE DAYS	4	9.3	1875	2.9
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	1	2.3	450	0.7
TOTAL	43	100.0	65361	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	18	41.9	17188	26.3
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	1	2.3	225	0.3
3 91 TO 120 DAYS	4	9.3	821	1.3
4 121 TO 150 DAYS	3	7.0	833	1.3
5 151 TO 200 DAYS	8	18.6	42974	65.7
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	3	7.0	1563	2.4
8 UNLIMITED ACCUMULATION	4	9.3	1167	1.8
9 OTHER	2	4.7	590	0.9
TOTAL	43	100.0	65361	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	22	51.2	18931	29.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	2.3	218	0.3
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	11	25.6	20630	31.6
4 COMBINATION	5	11.6	1030	1.6
5 OTHER	4	9.3	24552	37.6
TOTAL	43	100.0	65361	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	31	72.1	57633	88.2
1 100% OF PREMIUM	6	14.0	3213	4.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	7.0	1757	2.7
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	7.0	2758	4.2
9 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	31	72.1	57633	88.2
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	2.3	207	0.3
3 26 WEEKS	4	9.3	2263	3.5
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.3	505	0.8
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	11.6	4303	6.6
8 OTHER	1	2.3	450	0.7
TOTAL	43	100.0	65361	100.0

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FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	31	72.1	57633	88.2
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	3	7.0	1107	1.7
5 PERCENTAGE OF EARNINGS	3	7.0	1813	2.8
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	2.3	505	0.8
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	11.6	4303	6.6
9 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	53.5	17432	26.7
1 PROVISION	20	46.5	47929	73.3
TOTAL	43	100.0	65361	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	4.7	668	1.0
1 100% OF PREMIUM	15	34.9	46129	70.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	4	9.3	1272	1.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	12	27.9	4296	6.6
5 50% OF PREMIUM	1	2.3	471	0.7
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.7	703	1.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	9.3	10430	16.0
9 OTHER	3	7.0	1392	2.1
TOTAL	43	100.0	65361	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	2.3	450	0.7
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	2	4.7	1550	2.4
3 $10,001 TO $15,000	1	2.3	207	0.3
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	7	16.3	43467	66.5
6 VARIES ACCORDING TO EARNINGS	12	27.9	4183	6.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	13	30.2	3297	5.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	11.6	11220	17.2
9 OTHER	2	4.7	987	1.5
TOTAL	43	100.0	65361	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	51.2	6981	10.7
1 100% OF PREMIUM	9	20.9	43813	67.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	2.3	822	1.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	9.3	2007	3.1
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	1	2.3	218	0.3
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	11.6	11220	17.2
10 OTHER	1	2.3	300	0.5
TOTAL	43	100.0	65361	100.0

29 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	53.5	7199	11.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	2	4.7	1550	2.4
3 $10,001 TO $15,000	1	2.3	207	0.3
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	3	7.0	18481	28.3
6 VARIES ACCORDING TO EARNINGS	6	14.0	2592	4.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	7.0	24112	36.9
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	11.6	11220	17.2
9 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	7.0	1125	1.7
1 100% OF PREMIUM	14	32.6	45955	70.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	2.3	120	0.2
3 75% OF PREMIUM	7	16.3	2466	3.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	10	23.3	3777	5.8
5 50% OF PREMIUM	4	9.3	1488	2.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	9.3	10430	16.0
9 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	9.3	9125	14.0
1 BASIC (A)	1	2.3	822	1.3
2 BASIC AND EXTENDED (A AND B)	6	14.0	2369	3.6
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	20	46.5	47389	72.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	18.6	2436	3.7
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	9.3	3220	4.9
7 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	14.0	2310	3.5
1 PROVISION	37	86.0	63051	96.5
TOTAL	43	100.0	65361	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	30.2	6144	9.4
1 UNION	3	7.0	10130	15.5
2 MANAGEMENT	1	2.3	505	0.8
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	24	55.8	48195	73.7
6 OTHER	2	4.7	387	0.6
TOTAL	43	100.0	65361	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	34.9	28541	43.7
1 PROVISION	28	65.1	36820	56.3
TOTAL	43	100.0	65361	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	3	7.0	1250	1.9
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	8	18.6	2980	4.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	15	34.9	43175	66.1
4 BY UNION REPRESENTATIVE	6	14.0	9918	15.2
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	10	23.3	7848	12.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	1	2.3	190	0.3
TOTAL	43	100.0	65361	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	9.3	1137	1.7
1 72 HOURS OR LESS	2	4.7	385	0.6
2 FIVE DAYS	7	16.3	2198	3.4
3 ONE WEEK	1	2.3	23732	36.3
4 TEN DAYS	9	20.9	13278	20.3
5 TWO WEEKS	4	9.3	14623	22.4
6 THREE WEEKS	1	2.3	4181	6.4
7 ONE MONTH	6	14.0	2099	3.2
8 TWO MONTHS	1	2.3	822	1.3
9 VARIES BY TYPE OF GRIEVANCE	3	7.0	1387	2.1
10 OTHER	5	11.6	1519	2.3
TOTAL	43	100.0	65361	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	39.5	13518	20.7
1 PROVISION	26	60.5	51843	79.3
TOTAL	43	100.0	65361	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	41	95.3	64985	99.4
1 PROVISION	2	4.7	376	0.6
TOTAL	43	100.0	65361	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	24	55.8	21120	32.3
1 PROVISION	19	44.2	44241	67.7
TOTAL	43	100.0	65361	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	34	79.1	61661	94.3
1 PROVISION	9	20.9	3700	5.7
TOTAL	43	100.0	65361	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	7	16.3	5735	8.8
2 PERMANENT UMPIRE (NAMED)	2	4.7	635	1.0
3 TRIPARTITE BOARD	17	39.5	11913	18.2
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	2.3	307	0.5
5 CHOICE OF ALTERNATIVES	14	32.6	22537	34.5
6 OTHER	2	4.7	24234	37.1
TOTAL	43	100.0	65361	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NOT PROHIBITED (OR NO MENTION)	40	93.0	61811	94.6
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	3	7.0	3550	5.4
TOTAL	43	100.0	65361	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	29	67.4	28404	43.5
1 PROVISION	14	32.6	36957	56.5
TOTAL	43	100.0	65361	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	25.6	12800	19.6
1 JOINT SAFETY COMMITTEE	30	69.8	52011	79.6
2 OTHER	2	4.7	550	0.8
TOTAL	43	100.0	65361	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	15	34.9	13890	21.3
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	11	25.6	33190	50.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	2.3	156	0.2
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	2	4.7	652	1.0
4 RIGHT TO UNDERTAKE INSPECTIONS	4	9.3	1030	1.6
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	1	2.3	471	0.7
7 COMBINATION OF 2, 3 AND 4	4	9.3	1131	1.7
8 OTHER	5	11.6	14841	22.7
TOTAL	43	100.0	65361	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	15	34.9	13890	21.3
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	19	44.2	35294	54.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	9	20.9	16177	24.8
TOTAL	43	100.0	65361	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	26	60.5	60465	92.5
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	16	37.2	4789	7.3
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	2.3	107	0.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	43	100.0	65361	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	27	62.8	60104	92.0
1 PROVISION	16	37.2	5257	8.0
TOTAL	43	100.0	65361	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	27	62.8	59427	90.9
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	2	4.7	493	0.8
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	10	23.3	4412	6.8
4 OTHER	4	9.3	1029	1.6
TOTAL	43	100.0	65361	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	38	88.4	63760	97.6
1 PROVISION	5	11.6	1601	2.4
TOTAL	43	100.0	65361	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	15	34.9	16482	25.2
1 PROVISION	28	65.1	48879	74.8
TOTAL	43	100.0	65361	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	19	44.2	32863	50.3
1 POLICY STATEMENT ONLY	6	14.0	25165	38.5
2 POLICY AND/OR COMPLAINT PROCEDURE	18	41.9	7333	11.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	43	100.0	65361	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	41	95.3	64565	98.8
1 PROVISION	2	4.7	796	1.2
TOTAL	43	100.0	65361	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	34	79.1	25626	39.2
1 PROVISION	9	20.9	39735	60.8
TOTAL	43	100.0	65361	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	41	95.3	64901	99.3
1 PROVISION	2	4.7	460	0.7
TOTAL	43	100.0	65361	100.0

33 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	32.6	25148	38.5
1 PROVISION	29	67.4	40213	61.5
TOTAL	43	100.0	65361	100.0

FIELD 15-07 TOOL ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	69.8	61765	94.5
1 PROVISION	13	30.2	3596	5.5
TOTAL	43	100.0	65361	100.0

PART I: h
PUBLIC ADMINISTRATION

(23 agreements covering 49,998 employees)

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	16	69.6	9641	19.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	21.7	1161	2.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	8.7	39196	78.4
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	8	34.8	1293	2.6
2 200 - 499 EMPLOYEES	8	34.8	2319	4.6
3 500 - 999 EMPLOYEES	2	8.7	1364	2.7
4 1000 - 4999 EMPLOYEES	4	17.4	6200	12.4
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	23	100.0	49998	100.0
1 FEDERAL	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	1	4.3	196	0.4
1 PUBLIC	22	95.7	49802	99.6
TOTAL	23	100.0	49998	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	2	8.7	430	0.9
2 2 YEARS	14	60.9	8808	17.6
3 MORE THAN 2 YEARS, LESS THAN 3	1	4.3	38822	77.6
4 3 YEARS	6	26.1	1938	3.9
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	3	13.0	730	1.5
2 2ND HALF OF 1987	12	52.2	8068	16.1
3 1ST HALF OF 1988	-	-	-	-
4 2ND HALF OF 1988	6	26.1	2181	4.4
5 1ST HALF OF 1989	1	4.3	197	0.4
6 2ND HALF OF 1989	1	4.3	38822	77.6
7 LATER THAN 1989	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	3	13.0	681	1.4
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	12	52.2	7965	15.9
4 VANCOUVER ISLAND	3	13.0	730	1.5
5 CENTRAL INTERIOR	1	4.3	374	0.7
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	8.7	326	0.7
8 TWO OR MORE REGIONS	2	8.7	39922	79.8
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	23	100.0	49998	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	1268	2.5
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	17	73.9	47383	94.8
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	2	8.7	326	0.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	1	4.3	1021	2.0
TOTAL	23	100.0	49998	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	6059	12.1
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	8	34.8	41453	82.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	4	17.4	943	1.9
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	3	13.0	1543	3.1
TOTAL	23	100.0	49998	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	4.3	1100	2.2
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	11	47.8	2562	5.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	10	43.5	45521	91.0
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	4.3	815	1.6
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	11	47.8	2562	5.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	9	39.1	45070	90.1
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	2	8.7	2121	4.2
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	4.3	245	0.5
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	6	26.1	6516	13.0
1 CROSS PICKET LINES	16	69.6	43286	86.6
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	4.3	196	0.4
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	815	1.6
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	18	78.3	7631	15.3
3 DEPARTMENT (BRANCH, DIVISION)	1	4.3	1500	3.0
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	2	8.7	1230	2.5
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	1	4.3	38822	77.6
8 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	8	34.8	1668	3.3
4 SIX CALENDAR MONTHS	8	34.8	44873	89.7
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	7	30.4	3457	6.9
TOTAL	23	100.0	49998	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	1100	2.2
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	7	30.4	1373	2.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	13	56.5	8507	17.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	8.7	39018	78.0
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	815	1.6
1 STRAIGHT SENIORITY	4	17.4	2831	5.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	12	52.2	5298	10.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	17.4	1132	2.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	2	8.7	39922	79.8
TOTAL	23	100.0	49998	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	2	8.7	1012	2.0
1	LESS THAN 24 HOURS	-	-	-	-
2	24 HOURS TO 48 HOURS	-	-	-	-
3	72 HOURS	1	4.3	549	1.1
4	ONE WEEK	-	-	-	-
5	TWO WEEKS	3	13.0	532	1.1
6	ONE MONTH	4	17.4	2551	5.1
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	3	13.0	626	1.3
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9	OTHER	10	43.5	44728	89.5
	TOTAL	23	100.0	49998	100.0

FIELD 3-06 RECALL PROCEDURE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	4.3	815	1.6
1	STRAIGHT SENIORITY	1	4.3	1021	2.0
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	19	82.6	8240	16.5
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4	SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5	UNION HIRING HALL REFERRAL	-	-	-	-
6	OTHER	2	8.7	39922	79.8
	TOTAL	23	100.0	49998	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	4.3	815	1.6
1	FAILURE TO REPORT WHEN NOTIFIED	2	8.7	1230	2.5
2	AFTER A SPECIFIED PERIOD OFF WORK	1	4.3	300	0.6
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	19	82.6	47653	95.3
	TOTAL	23	100.0	49998	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	4.3	815	1.6
1	LESS THAN SIX MONTHS	-	-	-	-
2	SIX MONTHS	2	8.7	3679	7.4
3	SEVEN TO TWELVE MONTHS	-	-	-	-
4	TWELVE MONTHS	11	47.8	42456	84.9
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	8.7	430	0.9
6	MORE THAN TWENTY-FOUR MONTHS	1	4.3	1021	2.0
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	6	26.1	1597	3.2
8	NOT SPECIFIED OR INDEFINITE	-	-	-	-
9	SENIORITY LOST ON LAYOFF	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	14	60.9	47180	94.4
1	UP TO 1 YEAR	-	-	-	-
2	12 - 24 MONTHS	2	8.7	443	0.9
3	MORE THAN 24 MONTHS	1	4.3	1100	2.2
4	VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5	OTHER	6	26.1	1275	2.6
	TOTAL	23	100.0	49998	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	9	39.1	42145	84.3
1 SENIORITY LOST ON TRANSFER	–	–	–	–
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	5	21.7	1147	2.3
3 SENIORITY RETAINED INDEFINITELY	6	26.1	2806	5.6
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	–	–	–	–
5 OTHER	3	13.0	3900	7.8
TOTAL	23	100.0	49998	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	21	91.3	49075	98.2
1 FOR UNION OFFICIALS	–	–	–	–
2 SPECIAL SKILLS, APPRENTICES	2	8.7	923	1.8
3 COMBINATION OF ALTERNATIVES	–	–	–	–
4 OTHER	–	–	–	–
TOTAL	23	100.0	49998	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	2	8.7	1115	2.2
1 PROVISION	21	91.3	48883	97.8
TOTAL	23	100.0	49998	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	10	43.5	2918	5.8
1 OLDER WORKERS	–	–	–	–
2 DISABLED WORKERS	2	8.7	39843	79.7
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	11	47.8	7237	14.5
TOTAL	23	100.0	49998	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	23	100.0	49998	100.0
1 PROVISION	–	–	–	–
TOTAL	23	100.0	49998	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	6	26.1	4164	8.3
1 APPRENTICESHIP	3	13.0	850	1.7
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	8.7	550	1.1
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	8.7	1260	2.5
4 1 AND 2	1	4.3	130	0.3
5 1 AND 3	–	–	–	–
6 2 AND 3	1	4.3	180	0.4
7 1, 2 AND 3	4	17.4	39941	79.9
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	2	8.7	1178	2.4
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	–	–	–	–
10 OTHER	2	8.7	1745	3.5
TOTAL	23	100.0	49998	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	91.3	49672	99.3
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	2	8.7	326	0.7
TOTAL	23	100.0	49998	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	95.7	48977	98.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	4.3	1021	2.0
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	17.4	2454	4.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	18	78.3	47414	94.8
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	4.3	130	0.3
TOTAL	23	100.0	49998	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	95.7	49818	99.6
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	4.3	180	0.4
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	91.3	49568	99.1
1 PROHIBITED	1	4.3	130	0.3
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	4.3	300	0.6
TOTAL	23	100.0	49998	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	4459	8.9
1 UNION-MANAGEMENT CONSULTATION ONLY	1	4.3	2579	5.2
2 ARBITRATION IF CONSULTATION FAILS	14	60.9	42960	85.9
3 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	17.4	1681	3.4
1 LESS THAN THREE MONTHS	3	13.0	39526	79.1
2 THREE MONTHS	10	43.5	6804	13.6
3 SIX MONTHS	1	4.3	130	0.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	3	13.0	560	1.1
6 OTHER	2	8.7	1297	2.6
TOTAL	23	100.0	49998	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	4603	9.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	8.7	39122	78.2
2 CONSULTATION - DETAILS UNSPECIFIED	12	52.2	6143	12.3
3 OTHER	1	4.3	130	0.3
TOTAL	23	100.0	49998	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	30.4	3211	6.4
1 PROVISION	16	69.6	46787	93.6
TOTAL	23	100.0	49998	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	9	39.1	8149	16.3
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	8	34.8	40331	80.7
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	1	4.3	130	0.3
5 COMBINATION	2	8.7	550	1.1
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	4.3	238	0.5
7 OTHER	2	8.7	600	1.2
TOTAL	23	100.0	49998	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	65.2	9586	19.2
1 LESS THAN ONE YEAR	1	4.3	130	0.3
2 ONE YEAR	2	8.7	39019	78.0
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	4	17.4	889	1.8
8 OTHER	1	4.3	374	0.7
TOTAL	23	100.0	49998	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	13	56.5	9299	18.6
1 ONE WEEK'S PAY PER YEAR OF SERVICE	2	8.7	538	1.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	4.3	143	0.3
3 VARIES ACCORDING TO LENGTH OF SERVICE	5	21.7	39680	79.4
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	8.7	338	0.7
TOTAL	23	100.0	49998	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	69.6	10038	20.1
1 LESS THAN 20 WEEKS' PAY	4	17.4	878	1.8
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	3	13.0	39082	78.2
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	73.9	10072	20.1
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	4.3	143	0.3
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	4.3	157	0.3
5 BY LENGTH OF SERVICE	3	13.0	804	1.6
6 OTHER	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	11	47.8	8775	17.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	7	30.4	40220	80.4
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	5	21.7	1003	2.0
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	13	56.5	9168	18.3
1 COMPANY PROGRAM	4	17.4	39552	79.1
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	6	26.1	1278	2.6
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	21	91.3	11046	22.1
1 PROVISION	2	8.7	38952	77.9
TOTAL	23	100.0	49998	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	95.7	11176	22.4
1 EMPLOYER PAYS FULL COST	1	4.3	38822	77.6
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	2	8.7	2759	5.5
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	17	73.9	7840	15.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	3	13.0	39149	78.3
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	4.3	250	0.5
TOTAL	23	100.0	49998	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	100.0	49998	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	21.7	5548	11.1
1 SEVERANCE PAY PLAN	17	73.9	44150	88.3
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	4.3	300	0.6
5 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	100.0	49998	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	43.5	6491	13.0
1 LESS THAN ONE YEAR	1	4.3	1021	2.0
2 ONE YEAR	4	17.4	40299	80.6
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	6	26.1	1683	3.4
7 OTHER	2	8.7	504	1.0
TOTAL	23	100.0	49998	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	6	26.1	5848	11.7
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	3	13.0	681	1.4
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	4.3	1021	2.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	12	52.2	42240	84.5
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	4.3	208	0.4
TOTAL	23	100.0	49998	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	10	43.5	7136	14.3
1 LESS THAN 20 WEEKS' PAY	8	34.8	2369	4.7
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	3	13.0	40052	80.1
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	1	4.3	245	0.5
7 OTHER	1	4.3	196	0.4
TOTAL	23	100.0	49998	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	22	95.7	11176	22.4
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	-	-	-	-
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	22	95.7	11176	22.4
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			26399	78.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			1579	4.7
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			4888	14.5
7 MORE THAN EIGHT HOURS			110	0.3
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			815	2.4
TOTAL			33791	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			15846	97.8
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			341	2.1
5 7 3/4 HOURS			20	0.1
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			16207	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			110	0.3
3 FIVE DAYS			32866	97.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			815	2.4
TOTAL			33791	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			16187	99.9
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			20	0.1
TOTAL			16207	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			26399	78.1
3 37 1/2 HOURS			1579	4.7
4 40 HOURS			4888	14.5
5 MORE THAN 40 HOURS			-	-
6 OTHER			925	2.7
TOTAL			33791	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			15866	97.9
3 37 1/2 HOURS			341	2.1
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			16207	100.0

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	20	87.0	48923	97.8
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	8.7	260	0.5
7 OTHER	1	4.3	815	1.6
TOTAL	23	100.0	49998	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	21	91.3	49428	98.9
1 THREE HOURS' PAY	1	4.3	374	0.7
2 FOUR HOURS' PAY	1	4.3	196	0.4
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	22	95.7	49624	99.3
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	4.3	374	0.7
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	2936	5.9
1 TWO FOR A TOTAL OF 20 MINUTES	12	52.2	6812	13.6
2 TWO FOR A TOTAL OF 30 MINUTES	8	34.8	40250	80.5
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	30.4	5341	10.7
1 LESS THAN ONE DAY (24 HOURS)	1	4.3	245	0.5
2 ONE DAY (24 HOURS)	2	8.7	504	1.0
3 MORE THAN ONE DAY LESS THAN THREE	7	30.4	40365	80.7
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	1	4.3	250	0.5
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	4.3	196	0.4
8 OTHER	4	17.4	3097	6.2
TOTAL	23	100.0	49998	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	100.0	49998	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	87.0	10800	21.6
1 PROVISION	3	13.0	39198	78.4
TOTAL	23	100.0	49998	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	87.0	7497	15.0
1 PROVISION	3	13.0	42501	85.0
TOTAL	23	100.0	49998	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	56.5	2833	5.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	3	13.0	1966	3.9
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	4.3	245	0.5
5 UNDER STUDY	1	4.3	549	1.1
6 OTHER	5	21.7	44405	88.8
TOTAL	23	100.0	49998	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	4.3	815	1.6
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	16	69.6	46960	93.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	4	17.4	927	1.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	1	4.3	196	0.4
7 OTHER	1	4.3	1100	2.2
TOTAL	23	100.0	49998	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	1	4.3	815	1.6
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	14	60.9	43977	88.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	13.0	730	1.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	4	17.4	3376	6.8
7 OTHER	1	4.3	1100	2.2
TOTAL	23	100.0	49998	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	8.7	1280	2.6
1 1 1/2 X	1	4.3	815	1.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	4.3	245	0.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	8.7	679	1.4
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	15	65.2	46429	92.9
7 OTHER	2	8.7	550	1.1
TOTAL	23	100.0	49998	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	1100	2.2
1 1 1/2 X	1	4.3	815	1.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	4.3	245	0.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	20	87.0	47838	95.7
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 8-05 OVERTIME COMPENSATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	130	0.3
1 PAY ONLY	-	-	-	-
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	22	95.7	49868	99.7
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	69.6	9745	19.5
1 RIGHT TO REFUSE	3	13.0	39148	78.3
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	3	13.0	908	1.8
4 OTHER	1	4.3	197	0.4
TOTAL	23	100.0	49998	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	73.9	10122	20.2
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	5	21.7	39679	79.4
3 OTHER	1	4.3	197	0.4
TOTAL	23	100.0	49998	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	21	91.3	48847	97.7
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	2	8.7	1151	2.3
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	17	73.9	47548	95.1
1	NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	4.3	1021	2.0
2	1 1/2 X	-	-	-	-
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	-	-	-	-
6	FLAT AMOUNT PER HOUR OR PER DAY	2	8.7	679	1.4
7	PERCENTAGE OF REGULAR RATE	2	8.7	570	1.1
8	OTHER	1	4.3	180	0.4
	TOTAL	23	100.0	49998	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	1	4.3	1100	2.2
1	MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2	MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3	MINIMUM OF FOUR HOURS AT STRAIGHT TIME	-	-	-	-
4	MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5	MINIMUM OF TWO HOURS AT OVERTIME RATE	1	4.3	130	0.3
6	MINIMUM OF THREE HOURS AT OVERTIME RATE	6	26.1	41503	83.0
7	MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	4.3	130	0.3
8	MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9	OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10	1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11	DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12	OTHER	14	60.9	7135	14.3
	TOTAL	23	100.0	49998	100.0

FIELD 8-11 PAID MEAL PERIOD

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	52.2	5349	10.7
1	ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	9	39.1	44214	88.4
2	ON DESIGNATED SHIFTS	1	4.3	238	0.5
3	1 AND 2	1	4.3	197	0.4
4	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	11	47.8	5042	10.1
1	LESS THAN $4.00	-	-	-	-
2	$4.00 TO $4.99	-	-	-	-
3	$5.00 TO $5.99	-	-	-	-
4	$6.00 TO $6.99	2	8.7	504	1.0
5	$7.00 AND MORE	8	34.8	43891	87.8
6	MEAL PROVIDED	-	-	-	-
7	OTHER	2	8.7	561	1.1
	TOTAL	23	100.0	49998	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	14	60.9	4751	9.5
1	1 1/2 X	2	8.7	1115	2.2
2	1 1/2 X FOLLOWED BY A HIGHER RATE	1	4.3	38822	77.6
3	2 X	4	17.4	3436	6.9
4	FLAT AMOUNT	-	-	-	-
5	OTHER	2	8.7	1874	3.7
	TOTAL	23	100.0	49998	100.0

FIELD 8-14 STAND-BY PAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	17.4	1375	2.8
1	PROVISION	19	82.6	48623	97.2
	TOTAL	23	100.0	49998	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	17.4	3236	6.5
1	MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2	FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	43.5	4788	9.6
3	PERCENTAGE OF REGULAR RATE	-	-	-	-
4	REDUCED SHIFT	-	-	-	-
5	OTHER	9	39.1	41974	84.0
	TOTAL	23	100.0	49998	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	1	4.3	815	1.6
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	1	4.3	1021	2.0
3	30 - 49 CENTS PER HOUR	3	13.0	767	1.5
4	50 - 75 CENTS PER HOUR	12	52.2	46388	92.8
5	MORE THAN 75 CENTS PER HOUR	-	-	-	-
6	1/2 HOUR'S PAY PER SHIFT	2	8.7	380	0.8
7	1 HOUR'S PAY PER SHIFT	-	-	-	-
8	PERCENTAGE OF HOURLY WAGE RATE	1	4.3	157	0.3
9	FLAT AMOUNT PER SHIFT	-	-	-	-
10	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11	OTHER	3	13.0	470	0.9
	TOTAL	23	100.0	49998	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	2	8.7	1060	2.1
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 49 CENTS PER HOUR	-	-	-	-
4	50 - 74 CENTS PER HOUR	15	65.2	47931	95.9
5	75¢ - $1.00 PER HOUR	-	-	-	-
6	MORE THAN $1.00 PER HOUR	-	-	-	-
7	1/2 HOUR'S PAY PER SHIFT	1	4.3	250	0.5
8	ONE HOUR'S PAY PER SHIFT	1	4.3	130	0.3
9	TWO HOUR'S PAY PER SHIFT	-	-	-	-
10	PERCENTAGE OF HOURLY WAGE RATE	1	4.3	157	0.3
11	FLAT AMOUNT PER SHIFT	-	-	-	-
12	FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13	OTHER	3	13.0	470	0.9
	TOTAL	23	100.0	49998	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	15	65.2	47157	94.3
1	LESS THAN 20 CENTS	-	-	-	-
2	20 - 29 CENTS PER HOUR	1	4.3	197	0.4
3	30 - 49 CENTS PER HOUR	1	4.3	130	0.3
4	50 - 75 CENTS PER HOUR	-	-	-	-
5	MORE THAN 75 CENTS PER HOUR	-	-	-	-
6	ONE HOUR'S PAY PER SHIFT	-	-	-	-
7	FLAT AMOUNT PER SHIFT	-	-	-	-
8	SPLIT SHIFT PROHIBITED	-	-	-	-
9	OTHER	6	26.1	2514	5.0
	TOTAL	23	100.0	49998	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	15	65.2	8496	17.0
1 PROVISION	8	34.8	41502	83.0
TOTAL	23	100.0	49998	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

0 NO PROVISION	21	91.3	10076	20.2
1 PROVISION	2	8.7	39922	79.8
TOTAL	23	100.0	49998	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	22	95.7	49449	98.9
5 TWELVE DAYS	1	4.3	549	1.1
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	12	52.2	47284	94.6
1 MINIMUM LENGTH OF SERVICE	7	30.4	1790	3.6
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	4.3	157	0.3
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	2	8.7	393	0.8
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	1	4.3	374	0.7
7 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	13	56.5	47441	94.9
1 LESS THAN ONE MONTH	3	13.0	1223	2.4
2 ONE MONTH	5	21.7	1007	2.0
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	2	8.7	327	0.7
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	ANOTHER DAY OFF	1	4.3	1100	2.2
2	1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	6	26.1	4181	8.4
3	2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	15	65.2	44537	89.1
4	2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5	OTHER	1	4.3	180	0.4
	TOTAL	23	100.0	49998	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	21	91.3	49386	98.8
2	AN EXTRA DAY'S PAY	-	-	-	-
3	1 OR 2	2	8.7	612	1.2
4	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	3	13.0	4259	8.5
1	ANOTHER PAID DAY OFF	20	87.0	45739	91.5
2	ANOTHER DAY'S PAY	-	-	-	-
3	1 OR 2	-	-	-	-
4	NOT GRANTED	-	-	-	-
	TOTAL	23	100.0	49998	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	17.4	1050	2.1
1	TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2	ONE WEEK AFTER 6 MONTHS	-	-	-	-
3	GRADUATED ACCORDING TO LENGTH OF SERVICE	19	82.6	48948	97.9
4	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	TWO WEEKS	-	-	-	-
2	THREE WEEKS	-	-	-	-
3	FOUR WEEKS	-	-	-	-
4	FIVE WEEKS	3	13.0	40011	80.0
5	SIX WEEKS	19	82.6	9830	19.7
6	SEVEN WEEKS	-	-	-	-
7	EIGHT WEEKS	1	4.3	157	0.3
8	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	MINIMUM GREATER THAN THREE WEEKS	2	8.7	1308	2.6
2	ONE YEAR OF SERVICE	18	78.3	8856	17.7
3	TWO YEARS	3	13.0	39834	79.7
4	THREE YEARS	-	-	-	-
5	FOUR YEARS	-	-	-	-
6	FIVE YEARS	-	-	-	-
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	-	-	-	-
1	ONE YEAR OF SERVICE	1	4.3	1100	2.2
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	2	8.7	407	0.8
6	SIX YEARS	3	13.0	506	1.0
7	SEVEN YEARS	4	17.4	1860	3.7
8	EIGHT YEARS	3	13.0	39319	78.6
9	NINE YEARS	9	39.1	5991	12.0
10	TEN YEARS	1	4.3	815	1.6
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	4	17.4	40275	80.6
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	4.3	130	0.3
15 FIFTEEN YEARS	5	21.7	2110	4.2
16 SIXTEEN YEARS	3	13.0	677	1.4
17 SEVENTEEN YEARS	8	34.8	5617	11.2
18 EIGHTEEN YEARS	1	4.3	374	0.7
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	4.3	815	1.6
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	8.7	1189	2.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	4.3	196	0.4
19 NINETEEN YEARS	1	4.3	157	0.3
20 TWENTY YEARS	3	13.0	40052	80.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	2	8.7	1181	2.4
23 TWENTY-THREE YEARS	3	13.0	996	2.0
24 TWENTY-FOUR YEARS	2	8.7	310	0.6
25 TWENTY-FIVE YEARS	9	39.1	5917	11.8
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	22	95.7	49841	99.7
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	1	4.3	157	0.3
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	22	95.7	49841	99.7
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	22	95.7	49841	99.7
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	1	4.3	157	0.3
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	-	-	-	-
32	THIRTY-TWO YEARS	15	65.2	48179	96.4
33	THIRTY-THREE YEARS	1	4.3	196	0.4
34	THIRTY-FOUR YEARS	7	30.4	1623	3.2
35	THIRTY-FIVE YEARS	-	-	-	-
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-09 ANNUAL VACATION PAY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	-	-	-	-
1	REGULAR PAY	15	65.2	48179	96.4
2	PERCENTAGE OF YEARLY GROSS EARNINGS	1	4.3	196	0.4
3	1 OR 2, WHICHEVER IS GREATER	7	30.4	1623	3.2
4	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-10 VACATION CARRY-OVER

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	8	34.8	2412	4.8
1	WITH LIMITATIONS	14	60.9	47212	94.4
2	WITHOUT LIMITATIONS	1	4.3	374	0.7
3	NOT ALLOWED	-	-	-	-
4	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	12	52.2	42050	84.1
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	11	47.8	7948	15.9
3 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	4.3	300	0.6
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	13	56.5	8490	17.0
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	4.3	196	0.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	7	30.4	39912	79.8
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	1	4.3	1100	2.2
TOTAL	23	100.0	49998	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	2	8.7	2315	4.6
1 PROVISION FOR FULL REGULAR PAY	21	91.3	47683	95.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	-	-	-	-
1 PAID LEAVE	1	4.3	815	1.6
2 UNPAID LEAVE	5	21.7	4544	9.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	17	73.9	44639	89.3
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	22	95.7	11176	22.4
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	4.3	38822	77.6
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	18	78.3	8853	17.7
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	3	13.0	1223	2.4
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	2	8.7	39922	79.8
TOTAL	23	100.0	49998	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	2136	4.3
1 17 WEEKS	-	-	-	-
2 18 WEEKS	7	30.4	2620	5.2
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	11	47.8	6290	12.6
5 27 - 52 WEEKS	1	4.3	130	0.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	4.3	38822	77.6
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	100.0	49998	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	21.7	2490	5.0
1 SENIORITY RETAINED	9	39.1	44574	89.2
2 SENIORITY ACCUMULATED	6	26.1	1046	2.1
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	4.3	180	0.4
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	2	8.7	1708	3.4
TOTAL	23	100.0	49998	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	87.0	10850	21.7
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	8.7	38952	77.9
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	1	4.3	196	0.4
TOTAL	23	100.0	49998	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	3443	6.9
1 PAID LEAVE	1	4.3	300	0.6
2 UNPAID LEAVE	14	60.9	46255	92.5
3 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	16	69.6	7498	15.0
1 LEAVE WITH FULL PAY	2	8.7	404	0.8
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	8.7	674	1.3
5 OTHER	3	13.0	41422	82.8
TOTAL	23	100.0	49998	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	18	78.3	9102	18.2
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	3	13.0	974	1.9
7 OTHER	2	8.7	39922	79.8
TOTAL	23	100.0	49998	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	1240	2.5
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	7	30.4	4984	10.0
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	6	26.1	39770	79.5
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	4.3	130	0.3
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	6	26.1	3874	7.7
TOTAL	23	100.0	49998	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	2081	4.2
1 PROVISION	20	87.0	47917	95.8
TOTAL	23	100.0	49998	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	23	100.0	49998	100.0
3 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	17.4	1051	2.1
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	4	17.4	667	1.3
4 SIX MONTHS	2	8.7	2879	5.8
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	13	56.5	45401	90.8
7 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO HEALTH AND WELFARE FUND	23	100.0	49998	100.0
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	-	-	-	-
5	50 - 74 CENTS PER HOUR	-	-	-	-
6	75 CENTS - $1.00 PER HOUR	-	-	-	-
7	MORE THAN $1.00 PER HOUR	-	-	-	-
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1	100% OF PREMIUM	8	34.8	41375	82.8
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	3	13.0	560	1.1
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	30.4	5419	10.8
5	50% OF PREMIUM	4	17.4	1829	3.7
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	815	1.6
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	2	8.7	674	1.3
1	100% OF PREMIUM	8	34.8	41375	82.8
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	3	13.0	560	1.1
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	26.1	5045	10.1
5	50% OF PREMIUM	3	13.0	1529	3.1
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	815	1.6
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	23	100.0	49998	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	14	60.9	6754	13.5
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	8.7	496	1.0
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	[illegible]	21.7	41803	83.6
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	1	4.3	130	0.3
7	OTHER	1	4.3	815	1.6
	TOTAL	23	100.0	49998	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	5	21.7	41803	83.6
1 ONE TO SIX DAYS	1	4.3	130	0.3
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	2	8.7	570	1.1
4 SIXTEEN TO EIGHTEEN DAYS	7	30.4	1726	3.5
5 NINETEEN OR MORE DAYS	5	21.7	4446	8.9
6 VARIES WITH LENGTH OF SERVICE	1	4.3	300	0.6
7 OTHER	2	8.7	1023	2.0
TOTAL	23	100.0	49998	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	5	21.7	41803	83.6
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	6	26.1	1592	3.2
4 121 TO 150 DAYS	2	8.7	600	1.2
5 151 TO 200 DAYS	3	13.0	767	1.5
6 201 TO 250 DAYS	1	4.3	130	0.3
7 MORE THAN 250 DAYS, BUT LIMITED	3	13.0	3140	6.3
8 UNLIMITED ACCUMULATION	1	4.3	1021	2.0
9 OTHER	2	8.7	945	1.9
TOTAL	23	100.0	49998	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	34.8	41757	83.5
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	8.7	3394	6.8
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	6	26.1	1696	3.4
4 COMBINATION	3	13.0	1398	2.8
5 OTHER	4	17.4	1753	3.5
TOTAL	23	100.0	49998	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	73.9	8065	16.1
1 100% OF PREMIUM	3	13.0	40052	80.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	2	8.7	381	0.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.3	1500	3.0
TOTAL	23	100.0	49998	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	73.9	8065	16.1
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	4	17.4	40703	81.4
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	2	8.7	1230	2.5
TOTAL	23	100.0	49998	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	73.9	8065	16.1
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	-	-	-	-
5 PERCENTAGE OF EARNINGS	3	13.0	40052	80.1
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	4.3	1500	3.0
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	2	8.7	381	0.8
TOTAL	23	100.0	49998	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	52.2	6051	12.1
1 PROVISION	11	47.8	43947	87.9
TOTAL	23	100.0	49998	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	8	34.8	40915	81.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	30.4	5467	10.9
5 50% OF PREMIUM	6	26.1	2551	5.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	815	1.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.3	250	0.5
TOTAL	23	100.0	49998	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	4	17.4	880	1.8
6 VARIES ACCORDING TO EARNINGS	15	65.2	47699	95.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	13.0	1169	2.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.3	250	0.5
TOTAL	23	100.0	49998	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	47.8	6865	13.7
1 100% OF PREMIUM	5	21.7	40378	80.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.3	374	0.7
5 50% OF PREMIUM	5	21.7	2131	4.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	4.3	250	0.5
TOTAL	23	100.0	49998	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	43.5	6668	13.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	4	17.4	880	1.8
6 VARIES ACCORDING TO EARNINGS	6	26.1	40903	81.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	8.7	1297	2.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.3	250	0.5
TOTAL	23	100.0	49998	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	815	1.6
1 100% OF PREMIUM	7	30.4	40826	81.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	13.0	560	1.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	34.8	5627	11.3
5 50% OF PREMIUM	3	13.0	1149	2.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.3	1021	2.0
TOTAL	23	100.0	49998	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	1	4.3	815	1.6
1 BASIC (A)	1	4.3	300	0.6
2 BASIC AND EXTENDED (A AND B)	4	17.4	828	1.7
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	15	65.2	47625	95.3
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	8.7	430	0.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	8.7	679	1.4
1 PROVISION	21	91.3	49319	98.6
TOTAL	23	100.0	49998	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	8.7	679	1.4
1 UNION	-	-	-	-
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	21	91.3	49319	98.6
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	9	39.1	6666	13.3
1 PROVISION	14	60.9	43332	86.7
TOTAL	23	100.0	49998	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	2	8.7	619	1.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	5	21.7	1376	2.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	5	21.7	42961	85.9
4 BY UNION REPRESENTATIVE	1	4.3	180	0.4
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	9	39.1	4047	8.1
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	1	4.3	815	1.6
TOTAL	23	100.0	49998	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	13.0	1996	4.0
1 72 HOURS OR LESS	1	4.3	197	0.4
2 FIVE DAYS	2	8.7	679	1.4
3 ONE WEEK	-	-	-	-
4 TEN DAYS	5	21.7	2329	4.7
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	13.0	39356	78.7
8 TWO MONTHS	1	4.3	1100	2.2
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	8	34.8	4341	8.7
TOTAL	23	100.0	49998	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	26.1	2618	5.2
1 PROVISION	17	73.9	47380	94.8
TOTAL	23	100.0	49998	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	22	95.7	11176	22.4
1 PROVISION	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	82.6	9749	19.5
1 PROVISION	4	17.4	40249	80.5
TOTAL	23	100.0	49998	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	52.2	6575	13.2
1 PROVISION	11	47.8	43423	86.8
TOTAL	23	100.0	49998	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	-	-	-	-
2 PERMANENT UMPIRE (NAMED)	1	4.3	1100	2.2
3 TRIPARTITE BOARD	16	69.6	9055	18.1
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	6	26.1	39843	79.7
6 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

0 NOT PROHIBITED (OR NO MENTION)	23	100.0	49998	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	23	100.0	49998	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

0 NO PROVISION	19	82.6	49018	98.0
1 PROVISION	4	17.4	980	2.0
TOTAL	23	100.0	49998	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

0 NO PROVISION	6	26.1	2574	5.1
1 JOINT SAFETY COMMITTEE	16	69.6	47050	94.1
2 OTHER	1	4.3	374	0.7
TOTAL	23	100.0	49998	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

0 NO SAFETY COMMITTEE PROVISION	6	26.1	2574	5.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	12	52.2	6173	12.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	4.3	130	0.3
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	1	4.3	38822	77.6
8 OTHER	3	13.0	2299	4.6
TOTAL	23	100.0	49998	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

0 NO SAFETY COMMITTEE PROVISION	10	43.5	6040	12.1
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	10	43.5	4706	9.4
2 PROVISION FOR PAY OF SAFETY COMMITTEE	3	13.0	39252	78.5
TOTAL	23	100.0	49998	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

0 NO PROVISION	10	43.5	6585	13.2
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	11	47.8	43036	86.1
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	4.3	180	0.4
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	4.3	197	0.4
TOTAL	23	100.0	49998	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	14	60.9	8641	17.3
1 PROVISION	9	39.1	41357	82.7
TOTAL	23	100.0	49998	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	18	78.3	10353	20.7
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	4	17.4	823	1.6
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	4.3	38822	77.6
4 OTHER	-	-	-	-
TOTAL	23	100.0	49998	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	21	91.3	10802	21.6
1 PROVISION	2	8.7	39196	78.4
TOTAL	23	100.0	49998	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	5	21.7	40857	81.7
1 PROVISION	18	78.3	9141	18.3
TOTAL	23	100.0	49998	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	11	47.8	4794	9.6
1 POLICY STATEMENT ONLY	3	13.0	3074	6.1
2 POLICY AND/OR COMPLAINT PROCEDURE	7	30.4	40226	80.5
3 MENTIONED BUT NOT SPECIFIED	2	8.7	1904	3.8
TOTAL	23	100.0	49998	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	22	95.7	11176	22.4
1 PROVISION	1	4.3	38822	77.6
TOTAL	23	100.0	49998	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	16	69.6	7820	15.6
1 PROVISION	7	30.4	42178	84.4
TOTAL	23	100.0	49998	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	21	91.3	10076	20.2
1 PROVISION	2	8.7	39922	79.8
TOTAL	23	100.0	49998	100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	4185	8.4
1 PROVISION	15	65.2	45813	91.6
TOTAL	23	100.0	49998	100.0

FIELD 15-07 TOOL ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	34.8	6562	13.1
1 PROVISION	15	65.2	43436	86.9
TOTAL	23	100.0	49998	100.0

PART II: a
PUBLIC SECTOR

(63 agreements covering 116,201 employees)

SECTION 1 - GENERAL INFORMATION

	PUBLIC SECTOR			
	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	52	82.5	33109	28.5
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	9	14.3	43896	37.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	3.2	39196	33.7
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	63	100.0	116201	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	17	27.0	2432	2.1
2 200 - 499 EMPLOYEES	21	33.3	6270	5.4
3 500 - 999 EMPLOYEES	11	17.5	7428	6.4
4 1000 - 4999 EMPLOYEES	11	17.5	23517	20.2
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	3	4.8	76554	65.9
TOTAL	63	100.0	116201	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	63	100.0	116201	100.0
1 FEDERAL	-	-	-	-
TOTAL	63	100.0	116201	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	-	-	-	-
1 PUBLIC	63	100.0	116201	100.0
TOTAL	63	100.0	116201	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	5	7.9	1816	1.6
1 MORE THAN 1 YEAR, LESS THAN 2	2	3.2	430	0.4
2 2 YEARS	30	47.6	18825	16.2
3 MORE THAN 2 YEARS, LESS THAN 3	4	6.3	40288	34.7
4 3 YEARS	20	31.7	40162	34.6
5 MORE THAN 3 YEARS	2	3.2	14680	12.6
6 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1986	1	1.6	587	0.5
1 1ST HALF OF 1987	4	6.3	837	0.7
2 2ND HALF OF 1987	22	34.9	11634	10.0
3 1ST HALF OF 1988	8	12.7	2649	2.3
4 2ND HALF OF 1988	12	19.0	5899	5.1
5 1ST HALF OF 1989	10	15.9	51585	44.4
6 2ND HALF OF 1989	5	7.9	42330	36.4
7 LATER THAN 1989	1	1.6	680	0.6
TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 EAST AND WEST KOOTENAYS	1	1.6	100	0.1
1 OKANAGAN	3	4.8	681	0.6
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	25	39.7	12777	11.0
4 VANCOUVER ISLAND	12	19.0	2680	2.3
5 CENTRAL INTERIOR	3	4.8	837	0.7
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	3.2	237	0.2
8 TWO OR MORE REGIONS	17	27.0	98889	85.1
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	63	100.0	116201	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	12	19.0	11123	9.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	37	58.7	58612	50.4
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	9	14.3	43563	37.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	4	6.3	1882	1.6
4 OTHER	1	1.6	1021	0.9
TOTAL	63	100.0	116201	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	18	28.6	15517	13.4
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	28	44.4	89104	76.7
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	1.6	2800	2.4
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	7	11.1	5299	4.6
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	1.6	190	0.2
6 OTHER	8	12.7	3291	2.8
TOTAL	63	100.0	116201	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	4.8	15269	13.1
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	29	46.0	14894	12.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	28	44.4	84653	72.9
4 MAINTENANCE OF MEMBERSHIP	1	1.6	120	0.1
5 RAND FORMULA	2	3.2	1265	1.1
6 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	27	42.9	14487	12.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	29	46.0	81908	70.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	7.9	19090	16.4
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	1.6	245	0.2
6 OTHER	1	1.6	471	0.4
TOTAL	63	100.0	116201	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	20.6	15406	13.3
1 CROSS PICKET LINES	44	69.8	97939	84.3
2 HOT CARGOES	1	1.6	120	0.1
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	4	6.3	2386	2.1
5 OTHER	1	1.6	350	0.3
TOTAL	63	100.0	116201	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.3	25166	21.7
1 UNION HIRING HALL	1	1.6	680	0.6
2 EMPLOYER (PLANT, BARGAINING UNIT)	47	74.6	39834	34.3
3 DEPARTMENT (BRANCH, DIVISION)	1	1.6	1500	1.3
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	3	4.8	1337	1.2
6 EMPLOYER AND CRAFT	4	6.3	3462	3.0
7 COMBINATION OF THE ABOVE	2	3.2	41622	35.8
8 OTHER	1	1.6	2600	2.2
TOTAL	63	100.0	116201	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.3	3216	2.8
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	1	1.6	822	0.7
3 THREE CALENDAR MONTHS	22	34.9	48750	42.0
4 SIX CALENDAR MONTHS	12	19.0	47046	40.5
5 THIRTY WORKING DAYS	1	1.6	107	0.1
6 FORTY-FIVE WORKING DAYS	1	1.6	205	0.2
7 SIXTY WORKING DAYS	2	3.2	2551	2.2
8 240 WORKING DAYS	-	-	-	-
9 OTHER	20	31.7	13504	11.6
TOTAL	63	100.0	116201	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	7.9	4449	3.8
1 STRAIGHT SENIORITY	1	1.6	160	0.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	23	36.5	8933	7.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	27	42.9	34262	29.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	11.1	68397	58.9
5 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	4.8	1470	1.3
1 STRAIGHT SENIORITY	14	22.2	10040	8.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	30	47.6	54459	46.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	11	17.5	8414	7.2
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	3.2	1021	0.9
5 OTHER	3	4.8	40797	35.1
TOTAL	63	100.0	116201	100.0

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05	NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0	NO PROVISION	4	6.3	1756	1.5
1	LESS THAN 24 HOURS	-	-	-	-
2	24 HOURS TO 48 HOURS	-	-	-	-
3	72 HOURS	1	1.6	549	0.5
4	ONE WEEK	-	-	-	-
5	TWO WEEKS	7	11.1	1962	1.7
6	ONE MONTH	12	19.0	5118	4.4
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	16	25.4	31692	27.3
8	NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9	OTHER	23	36.5	75124	64.7
	TOTAL	63	100.0	116201	100.0
FIELD 3-06	RECALL PROCEDURE				
0	NO PROVISION	4	6.3	6696	5.8
1	STRAIGHT SENIORITY	9	14.3	6015	5.2
2	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	41	65.1	59243	51.0
3	SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	4.8	1155	1.0
4	SENIORITY CONSIDERED WITH OTHER FACTORS	2	3.2	2832	2.4
5	UNION HIRING HALL REFERRAL	-	-	-	-
6	OTHER	4	6.3	40260	34.6
	TOTAL	63	100.0	116201	100.0
FIELD 3-07	LOSS OF SENIORITY RECALL RIGHTS				
0	NO PROVISION	9	14.3	2760	2.4
1	FAILURE TO REPORT WHEN NOTIFIED	3	4.8	15230	13.1
2	AFTER A SPECIFIED PERIOD OFF WORK	4	6.3	5189	4.5
3	EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	47	74.6	93022	80.1
	TOTAL	63	100.0	116201	100.0
FIELD 3-08	RETENTION OF SENIORITY DURING LAYOFF				
0	NO PROVISION	3	4.8	1388	1.2
1	LESS THAN SIX MONTHS	-	-	-	-
2	SIX MONTHS	6	9.5	5843	5.0
3	SEVEN TO TWELVE MONTHS	1	1.6	156	0.1
4	TWELVE MONTHS	30	47.6	79375	68.3
5	MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	9	14.3	9527	8.2
6	MORE THAN TWENTY-FOUR MONTHS	2	3.2	1171	1.0
7	GRADUATED ACCORDING TO LENGTH OF SERVICE	9	14.3	4442	3.8
8	NOT SPECIFIED OR INDEFINITE	1	1.6	14000	12.0
9	SENIORITY LOST ON LAYOFF	1	1.6	169	0.1
10	OTHER	1	1.6	130	0.1
	TOTAL	63	100.0	116201	100.0
FIELD 3-09	RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0	NO PROVISION	42	66.7	68962	59.3
1	UP TO 1 YEAR	1	1.6	307	0.3
2	12 - 24 MONTHS	5	7.9	1736	1.5
3	MORE THAN 24 MONTHS	3	4.8	1367	1.2
4	VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5	OTHER	12	19.0	43829	37.7
	TOTAL	63	100.0	116201	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	32	50.8	59401	51.1
1	SENIORITY LOST ON TRANSFER	-	-	-	-
2	SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	10	15.9	18521	15.9
3	SENIORITY RETAINED INDEFINITELY	13	20.6	30796	26.5
4	VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5	OTHER	8	12.7	7483	6.4
	TOTAL	63	100.0	116201	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	59	93.7	112949	97.2
1	FOR UNION OFFICIALS	-	-	-	-
2	SPECIAL SKILLS, APPRENTICES	4	6.3	3252	2.8
3	COMBINATION OF ALTERNATIVES	-	-	-	-
4	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	4	6.3	1509	1.3
1	PROVISION	59	93.7	114692	98.7
	TOTAL	63	100.0	116201	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	39	61.9	63822	54.9
1	OLDER WORKERS	-	-	-	-
2	DISABLED WORKERS	4	6.3	41157	35.4
3	COMBINATION OF BOTH OLDER AND DISABLED WORKERS	20	31.7	11222	9.7
	TOTAL	63	100.0	116201	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	62	98.4	113840	98.0
1	PROVISION	1	1.6	2361	2.0
	TOTAL	63	100.0	116201	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	10	15.9	9597	8.3
1	APPRENTICESHIP	5	7.9	26538	22.8
2	COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	5	7.9	1391	1.2
3	COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	5	7.9	17871	15.4
4	1 AND 2	5	7.9	3830	3.3
5	1 AND 3	2	3.2	937	0.8
6	2 AND 3	6	9.5	1634	1.4
7	1, 2 AND 3	9	14.3	45523	39.2
8	TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	5	7.9	2395	2.1
9	LABOUR AND MANAGEMENT TRAINING PROGRAM	1	1.6	160	0.1
10	OTHER	10	15.9	6325	5.4
	TOTAL	63	100.0	116201	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	56	88.9	87865	75.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	2	3.2	894	0.8
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	1.6	680	0.6
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	4	6.3	26762	23.0
TOTAL	63	100.0	116201	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	61	96.8	115057	99.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	1.6	1021	0.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	1.6	123	0.1
TOTAL	63	100.0	116201	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	22.2	8467	7.3
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	42	66.7	66527	57.3
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	7	11.1	41207	35.5
TOTAL	63	100.0	116201	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	59	93.7	113492	97.7
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	3.2	2136	1.8
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.6	123	0.1
5 OTHER	1	1.6	450	0.4
TOTAL	63	100.0	116201	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	58	92.1	111601	96.0
1 PROHIBITED	2	3.2	2930	2.5
2 PERMITTED - WITH RESTRICTIONS	2	3.2	1370	1.2
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	1.6	300	0.3
TOTAL	63	100.0	116201	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	17	27.0	10525	9.1
1 UNION-MANAGEMENT CONSULTATION ONLY	5	7.9	27250	23.5
2 ARBITRATION IF CONSULTATION FAILS	40	63.5	78296	67.4
3 OTHER	1	1.6	130	0.1
TOTAL	63	100.0	116201	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	15.9	32090	27.6
1 LESS THAN THREE MONTHS	11	17.5	56987	49.0
2 THREE MONTHS	26	41.3	14295	12.3
3 SIX MONTHS	3	4.8	2206	1.9
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	8	12.7	6071	5.2
6 OTHER	5	7.9	4552	3.9
TOTAL	63	100.0	116201	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	23	36.5	43967	37.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	9	14.3	42496	36.6
2 CONSULTATION - DETAILS UNSPECIFIED	26	41.3	12598	10.8
3 OTHER	5	7.9	17140	14.8
TOTAL	63	100.0	116201	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	47.6	47960	41.3
1 PROVISION	33	52.4	68241	58.7
TOTAL	63	100.0	116201	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	23.8	10068	8.7
1 STRAIGHT LAYOFF	2	3.2	14120	12.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	28	44.4	53521	46.1
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	1.6	4181	3.6
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	1	1.6	130	0.1
5 COMBINATION	9	14.3	29287	25.2
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	2	3.2	740	0.6
7 OTHER	5	7.9	4154	3.6
TOTAL	63	100.0	116201	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	35	55.6	43558	37.5
1 LESS THAN ONE YEAR	4	6.3	881	0.8
2 ONE YEAR	15	23.8	45135	38.8
3 TWO YEARS	1	1.6	680	0.6
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	1.6	822	0.7
7 TEN YEARS	5	7.9	24621	21.2
8 OTHER	2	3.2	504	0.4
TOTAL	63	100.0	116201	100.0

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	39.7	34717	29.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	13	20.6	8092	7.0
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	3.2	823	0.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	17	27.0	46237	39.8
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	1	1.6	169	0.1
5 OTHER	5	7.9	26163	22.5
TOTAL	63	100.0	116201	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	47.6	35988	31.0
1 LESS THAN 20 WEEKS' PAY	8	12.7	1782	1.5
2 20 - 25 WEEKS' PAY	1	1.6	23732	20.4
3 26 - 29 WEEKS' PAY	15	23.8	45650	39.3
4 30 - 51 WEEKS' PAY	1	1.6	680	0.6
5 52 WEEK'S PAY OR MORE	2	3.2	2093	1.8
6 NO MAXIMUM	6	9.5	6276	5.4
7 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	42	66.7	31069	26.7
1 LESS THAN THREE MONTHS	6	9.5	16722	14.4
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	4.8	1536	1.3
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	1.6	120	0.1
4 MENTIONED, NOT SPECIFIED	2	3.2	23889	20.6
5 BY LENGTH OF SERVICE	6	9.5	3408	2.9
6 OTHER	3	4.8	39457	34.0
TOTAL	63	100.0	116201	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	31.7	17683	15.2
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	17	27.0	44331	38.2
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	3.2	14107	12.1
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	22	34.9	39755	34.2
6 OTHER	2	3.2	325	0.3
TOTAL	63	100.0	116201	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	29	46.0	33408	28.8
1 COMPANY PROGRAM	17	27.0	52043	44.8
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	1.6	23732	20.4
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	16	25.4	7018	6.0
5 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	60	95.2	77089	66.3
1 PROVISION	3	4.8	39112	33.7
TOTAL	63	100.0	116201	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	58	92.1	70618	60.8
1 EMPLOYER PAYS FULL COST	4	6.3	45033	38.8
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	1.6	550	0.5
TOTAL	63	100.0	116201	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	9	14.3	5348	4.6
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	1.6	120	0.1
2 WAGE ADJUSTMENT YEARLY	35	55.6	19719	17.0
3 IRREGULARLY SCHEDULED WAGE INCREASES	13	20.6	87984	75.7
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	5	7.9	3030	2.6
TOTAL	63	100.0	116201	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	58	92.1	96385	82.9
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	4	6.3	19136	16.5
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	1.6	680	0.6
TOTAL	63	100.0	116201	100.0

FIELD 6-03 SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	15	23.8	11224	9.7
1 SEVERANCE PAY PLAN	47	74.6	104677	90.1
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	1.6	300	0.3
5 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	63	100.0	116201	100.0
1 PROVISION	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	27	42.9	22427	19.3
1 LESS THAN ONE YEAR	4	6.3	1851	1.6
2 ONE YEAR	15	23.8	44252	38.1
3 TWO YEARS	1	1.6	680	0.6
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	1	1.6	822	0.7
6 TEN YEARS	10	15.9	44846	38.6
7 OTHER	5	7.9	1323	1.1
TOTAL	63	100.0	116201	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	25.4	11524	9.9
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	11	17.5	8754	7.5
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	3.2	1701	1.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	27	42.9	52960	45.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	7	11.1	41262	35.5
TOTAL	63	100.0	116201	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	24	38.1	15634	13.5
1 LESS THAN 20 WEEKS' PAY	14	22.2	6925	6.0
2 20 WEEKS' PAY	3	4.8	41913	36.1
3 21 - 25 WEEKS' PAY	1	1.6	156	0.1
4 26 - 29 WEEKS' PAY	13	20.6	46246	39.8
5 30 - 52 WEEKS' PAY	1	1.6	843	0.7
6 NO MAXIMUM	5	7.9	3614	3.1
7 OTHER	2	3.2	870	0.7
TOTAL	63	100.0	116201	100.0

FIELD 6-08 COLA

0 NO PROVISION	59	93.7	76410	65.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	3	4.8	969	0.8
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	1.6	38822	33.4
TOTAL	63	100.0	116201	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	59	93.7	76410	65.8
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	1	1.6	169	0.1
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	1.6	680	0.6
9 OTHER	2	3.2	38942	33.5
TOTAL	63	100.0	116201	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			27148	32.4
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			44627	53.3
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			8046	9.6
7 MORE THAN EIGHT HOURS			110	0.1
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			3825	4.6
TOTAL			83756	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			23019	70.9
3 7 1/4 HOURS			2361	7.3
4 7 1/2 HOURS			5420	16.7
5 7 3/4 HOURS			20	0.1
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			1625	5.0
TOTAL			32445	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			110	0.1
3 FIVE DAYS			44474	53.1
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			15976	19.1
7 OTHER			23196	27.7
TOTAL			83756	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			450	1.4
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			27799	85.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			4196	12.9
TOTAL			32445	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			700	0.8
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			29104	34.7
3 37 1/2 HOURS			42671	50.9
4 40 HOURS			8046	9.6
5 MORE THAN 40 HOURS			-	-
6 OTHER			3235	3.9
TOTAL			83756	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			23039	71.0
3 37 1/2 HOURS			5420	16.7
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			3986	12.3
TOTAL			32445	100.0

PUBLIC SECTOR

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	3.2	619	0.5
1 TWO DAYS (CONSECUTIVE)	52	82.5	67769	58.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	6	9.5	44342	38.2
7 OTHER	3	4.8	3471	3.0
TOTAL	63	100.0	116201	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (2 HOURS' PAY)	60	95.2	114697	98.7
1 THREE HOURS' PAY	1	1.6	374	0.3
2 FOUR HOURS' PAY	1	1.6	680	0.6
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	1.6	450	0.4
TOTAL	63	100.0	116201	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 LEGISLATION (4 HOURS' PAY)	61	96.8	115377	99.3
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	1.6	374	0.3
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	1	1.6	450	0.4
TOTAL	63	100.0	116201	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	15.9	4953	4.3
1 TWO FOR A TOTAL OF 20 MINUTES	17	27.0	11009	9.5
2 TWO FOR A TOTAL OF 30 MINUTES	33	52.4	71951	61.9
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	1.6	2600	2.2
6 OTHER	2	3.2	25688	22.1
TOTAL	63	100.0	116201	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	47.6	20057	17.3
1 LESS THAN ONE DAY (24 HOURS)	2	3.2	365	0.3
2 ONE DAY (24 HOURS)	3	4.8	709	0.6
3 MORE THAN ONE DAY LESS THAN THREE	10	15.9	41708	35.9
4 THREE DAYS TO LESS THAN SEVEN	3	4.8	4425	3.8
5 SEVEN TO FOURTEEN DAYS	6	9.5	44799	38.6
6 MORE THAN FOURTEEN DAYS	1	1.6	250	0.2
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	8	12.7	3888	3.3
TOTAL	63	100.0	116201	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	60	95.2	111095	95.6
1 PROVISION	3	4.8	5106	4.4
TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	57	90.5	73704	63.4
1 PROVISION	6	9.5	42497	36.6
TOTAL	63	100.0	116201	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

0 NO PROVISION	51	81.0	62994	54.2
1 PROVISION	12	19.0	53207	45.8
TOTAL	63	100.0	116201	100.0

FIELD 7-15 COMPRESSED WORK WEEK

0 NO PROVISION	40	63.5	55018	47.3
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	3	4.8	1966	1.7
3 ALTERNATING 4, 5, IN PROGRESS	2	3.2	2506	2.2
4 TO COMMENCE DURING TERM OF AGREEMENT	2	3.2	716	0.6
5 UNDER STUDY	2	3.2	709	0.6
6 OTHER	14	22.2	55286	47.6
TOTAL	63	100.0	116201	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

0 1 1/2 X	1	1.6	815	0.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	3.2	2950	2.5
2 1 1/2 X FOR TWO HOURS, THEN 2 X	29	46.0	78494	67.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	17	27.0	21995	18.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	4.8	1022	0.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	6	9.5	5901	5.1
7 OTHER	5	7.9	5024	4.3
TOTAL	63	100.0	116201	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

0 1 1/2 X	2	3.2	1122	1.0
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	3.2	2950	2.5
2 1 1/2 X FOR TWO HOURS, THEN 2 X	22	34.9	71797	61.8
3 1 1/2 X FOR THREE HOURS, THEN 2 X	12	19.0	3277	2.8
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	4.8	1022	0.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	1.6	190	0.2
6 2 X	12	19.0	10072	8.7
7 OTHER	9	14.3	25771	22.2
TOTAL	63	100.0	116201	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

0 NO PROVISION	10	15.9	4086	3.5
1 1 1/2 X	2	3.2	935	0.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.6	245	0.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	4	6.3	2751	2.4
4 1 1/2 X FOR THREE HOURS, THEN 2 X	5	7.9	18708	16.1
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	4.8	852	0.7
6 2 X	33	52.4	83926	72.2
7 OTHER	5	7.9	4698	4.0
TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	12.7	3716	3.2
1 1 1/2 X	1	1.6	815	0.7
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.6	245	0.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	1.6	100	0.1
5 2 X	46	73.0	92950	80.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	6	9.5	18375	15.8
TOTAL	63	100.0	116201	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	4	6.3	1056	0.9
1 PAY ONLY	9	14.3	5404	4.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	50	79.4	109741	94.4
4 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	37	58.7	23945	20.6
1 RIGHT TO REFUSE	20	31.7	76901	66.2
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	4	6.3	1158	1.0
4 OTHER	2	3.2	14197	12.2
TOTAL	63	100.0	116201	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	44	69.8	65284	56.2
1 BASED ON SENIORITY	3	4.8	1500	1.3
2 SHARED AMONG ALL EMPLOYEES	13	20.6	48238	41.5
3 OTHER	3	4.8	1179	1.0
TOTAL	63	100.0	116201	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	48	76.2	86122	74.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	6	9.5	22954	19.8
2 1 1/2 X	1	1.6	2361	2.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	3.2	3071	2.6
6 FLAT AMOUNT PER HOUR OR DAY	4	6.3	808	0.7
7 PERCENTAGE OF REGULAR RATE	1	1.6	680	0.6
8 OTHER	1	1.6	205	0.2
TOTAL	63	100.0	116201	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	69.8	86725	74.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	4	6.3	20024	17.2
2 1 1/2 X	1	1.6	150	0.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	4.8	3371	2.9
6 FLAT AMOUNT PER HOUR OR PER DAY	6	9.5	1692	1.5
7 PERCENTAGE OF REGULAR RATE	3	4.8	3854	3.3
8 OTHER	2	3.2	385	0.3
TOTAL	63	100.0	116201	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	7.9	5569	4.8
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	2	3.2	507	0.4
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	6.3	844	0.7
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	1.6	680	0.6
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	13	20.6	46298	39.8
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	11	17.5	47749	41.1
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	6	9.5	1270	1.1
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	21	33.3	13284	11.4
TOTAL	63	100.0	116201	100.0

FIELD 8-11 PAID MEAL PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	31	49.2	16256	14.0
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	23	36.5	67574	58.2
2 ON DESIGNATED SHIFTS	3	4.8	655	0.6
3 1 AND 2	4	6.3	26316	22.6
4 OTHER	2	3.2	5400	4.6
TOTAL	63	100.0	116201	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	29	46.0	29264	25.2
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	3	4.8	2979	2.6
4 $6.00 TO $6.99	3	4.8	1184	1.0
5 $7.00 AND MORE	17	27.0	72592	62.5
6 MEAL PROVIDED	3	4.8	2246	1.9
7 OTHER	8	12.7	7936	6.8
TOTAL	63	100.0	116201	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	42	66.7	46590	40.1
1 1 1/2 X	2	3.2	1115	1.0
2 1 1/2 X FOLLOWED BY A HIGHER RATE	7	11.1	42996	37.0
3 2 X	4	6.3	3436	3.0
4 FLAT AMOUNT	2	3.2	15956	13.7
5 OTHER	6	9.5	6108	5.3
TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	30	47.6	11337	9.8
1 PROVISION	33	52.4	104864	90.2
TOTAL	63	100.0	116201	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	32	50.8	35468	30.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	17	27.0	9275	8.0
3 PERCENTAGE OF REGULAR RATE	2	3.2	3200	2.8
4 REDUCED SHIFT	-	-	-	-
5 OTHER	12	19.0	68258	58.7
TOTAL	63	100.0	116201	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	10	15.9	6116	5.3
1 LESS THAN 20 CENTS PER HOUR	2	3.2	887	0.8
2 20 - 29 CENTS PER HOUR	4	6.3	1746	1.5
3 30 - 49 CENTS PER HOUR	6	9.5	3698	3.2
4 50 - 75 CENTS PER HOUR	24	38.1	94660	81.5
5 MORE THAN 75 CENTS PER HOUR	3	4.8	1161	1.0
6 1/2 HOUR'S PAY PER SHIFT	4	6.3	981	0.8
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	6	9.5	4526	3.9
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	1.6	1956	1.7
11 OTHER	3	4.8	470	0.4
TOTAL	63	100.0	116201	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	7	11.1	5140	4.4
1 LESS THAN 20 CENTS PER HOUR	1	1.6	123	0.1
2 20 - 29 CENTS PER HOUR	3	4.8	1112	1.0
3 30 - 49 CENTS PER HOUR	5	7.9	1542	1.3
4 50 - 74 CENTS PER HOUR	25	39.7	94928	81.7
5 75¢ - $1.00 PER HOUR	5	7.9	4433	3.8
6 MORE THAN $1.00 PER HOUR	3	4.8	990	0.9
7 1/2 HOUR'S PAY PER SHIFT	1	1.6	250	0.2
8 ONE HOUR'S PAY PER SHIFT	3	4.8	731	0.6
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	6	9.5	4526	3.9
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	1.6	1956	1.7
13 OTHER	3	4.8	470	0.4
TOTAL	63	100.0	116201	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	41	65.1	67285	57.9
1 LESS THAN 20 CENTS	1	1.6	120	0.1
2 20 - 29 CENTS PER HOUR	2	3.2	547	0.5
3 30 - 49 CENTS PER HOUR	3	4.8	1195	1.0
4 50 - 75 CENTS PER HOUR	1	1.6	156	0.1
5 MORE THAN 75 CENTS PER HOUR	1	1.6	291	0.3
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	1	1.6	225	0.2
8 SPLIT SHIFT PROHIBITED	3	4.8	37892	32.6
9 OTHER	10	15.9	8490	7.3
TOTAL	63	100.0	116201	100.0

FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	28	44.4	38798	33.4
1 PROVISION	35	55.6	77403	66.6
TOTAL	63	100.0	116201	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	53	84.1	52588	45.3
1 PROVISION	10	15.9	63613	54.7
TOTAL	63	100.0	116201	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	1	1.6	120	0.1
4 ELEVEN DAYS	57	90.5	114692	98.7
5 TWELVE DAYS	3	4.8	779	0.7
6 THIRTEEN DAYS	1	1.6	160	0.1
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	1.6	450	0.4
TOTAL	63	100.0	116201	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	30	47.6	97970	84.3
1 MINIMUM LENGTH OF SERVICE	16	25.4	5547	4.8
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	1.6	157	0.1
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	7	11.1	6903	5.9
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	3.2	3107	2.7
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	4	6.3	1861	1.6
7 OTHER	3	4.8	656	0.6
TOTAL	63	100.0	116201	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	36	57.1	104217	89.7
1 LESS THAN ONE MONTH	8	12.7	3293	2.8
2 ONE MONTH	9	14.3	2698	2.3
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	1	1.6	123	0.1
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	6	9.5	4648	4.0
6 OTHER	3	4.8	1222	1.1
TOTAL	63	100.0	116201	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	4.8	844	0.7
1 ANOTHER DAY OFF	2	3.2	1350	1.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	10	15.9	21746	18.7
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	41	65.1	63807	54.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	7	11.1	28454	24.5
TOTAL	63	100.0	116201	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	12.7	31127	26.8
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	49	77.8	82905	71.3
2 AN EXTRA DAY'S PAY	1	1.6	700	0.6
3 1 OR 2	3	4.8	732	0.6
4 OTHER	2	3.2	737	0.6
TOTAL	63	100.0	116201	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	23.8	8507	7.3
1 ANOTHER PAID DAY OFF	47	74.6	106994	92.1
2 ANOTHER DAY'S PAY	1	1.6	700	0.6
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	63	100.0	116201	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	15.9	16219	14.0
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	3.2	4756	4.1
2 ONE WEEK AFTER 6 MONTHS	1	1.6	2600	2.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	45	71.4	88695	76.3
4 OTHER	5	7.9	3931	3.4
TOTAL	63	100.0	116201	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	3.2	2579	2.2
4 FIVE WEEKS	6	9.5	41107	35.4
5 SIX WEEKS	45	71.4	27145	23.4
6 SEVEN WEEKS	4	6.3	2150	1.9
7 EIGHT WEEKS	1	1.6	157	0.1
8 OTHER	5	7.9	43063	37.1
TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	1.6	450	0.4
1	MINIMUM GREATER THAN THREE WEEKS	8	12.7	44190	38.0
2	ONE YEAR OF SERVICE	41	65.1	28637	24.6
3	TWO YEARS	11	17.5	41994	36.1
4	THREE YEARS	2	3.2	930	0.8
5	FOUR YEARS	-	-	-	-
6	FIVE YEARS	-	-	-	-
7	SIX YEARS	-	-	-	-
8	NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	3	4.8	1319	1.1
1	ONE YEAR OF SERVICE	5	7.9	43113	37.1
2	TWO YEARS	-	-	-	-
3	THREE YEARS	1	1.6	160	0.1
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	6	9.5	2399	2.1
6	SIX YEARS	6	9.5	1597	1.4
7	SEVEN YEARS	17	27.0	7346	6.3
8	EIGHT YEARS	10	15.9	43242	37.2
9	NINE YEARS	12	19.0	11454	9.9
10	TEN YEARS	3	4.8	5571	4.8
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	5	7.9	3898	3.4
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	1	1.6	100	0.1
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	2	3.2	665	0.6
9	NINE YEARS	4	6.3	42043	36.2
10	TEN YEARS	1	1.6	1250	1.1
11	ELEVEN YEARS	1	1.6	550	0.5
12	TWELVE YEARS	10	15.9	44442	38.2
13	THIRTEEN YEARS	2	3.2	930	0.8
14	FOURTEEN YEARS	4	6.3	1147	1.0
15	FIFTEEN YEARS	9	14.3	4202	3.6
16	SIXTEEN YEARS	9	14.3	2190	1.9
17	SEVENTEEN YEARS	10	15.9	8719	7.5
18	EIGHTEEN YEARS	3	4.8	5130	4.4
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	2	3.2	935	0.8
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	9	14.3	7678	6.6
1	ONE YEAR OF SERVICE	1	1.6	169	0.1
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	1	1.6	100	0.1
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	4	6.3	42043	36.2
15	FIFTEEN YEARS	1	1.6	1250	1.1
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	2	3.2	454	0.4
18	EIGHTEEN YEARS	2	3.2	1267	1.1
19	NINETEEN YEARS	3	4.8	1212	1.0
20	TWENTY YEARS	9	14.3	41809	36.0
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	6	9.5	2931	2.5
23	TWENTY-THREE YEARS	5	7.9	2043	1.8
24	TWENTY-FOUR YEARS	7	11.1	1470	1.3
25	TWENTY-FIVE YEARS	10	15.9	6419	5.5
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	2	3.2	5400	4.6
30	THIRTY YEARS	1	1.6	1956	1.7
	TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	55	87.3	71981	61.9
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	3	4.8	41913	36.1
20	TWENTY YEARS	3	4.8	1507	1.3
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	1	1.6	680	0.6
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	1	1.6	120	0.1
31	THIRTY-ONE YEARS	59	93.7	74131	63.8
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	-	-	-	-
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	63	100.0	116201	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD 10-08	YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0	NO PROVISION	59	93.7	74131	63.8
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	EVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	-	-	-	-
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	1	1.6	157	0.1
24	TWENTY-FOUR YEARS	3	4.8	41913	36.1
25	TWENTY-FIVE YEARS	-	-	-	-
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
31	THIRTY-ONE YEARS	1	1.6	169	0.1
32	THIRTY-TWO YEARS	38	60.3	101026	86.9
33	THIRTY-THREE YEARS	7	11.1	3701	3.2
34	THIRTY-FOUR YEARS	17	27.0	11305	9.7
35	THIRTY-FIVE YEARS	-	-	-	-
36	THIRTY-SIX YEARS	-	-	-	-
37	THIRTY-SEVEN YEARS	-	-	-	-
38	THIRTY-EIGHT YEARS	-	-	-	-
39	THIRTY-NINE YEARS	-	-	-	-
40	FORTY OR MORE YEARS	-	-	-	-
	TOTAL	63	100.0	116201	100.0
FIELD 10-09	ANNUAL VACATION PAY				
0	NO PROVISION	1	1.6	169	0.1
1	REGULAR PAY	38	60.3	101026	86.9
2	PERCENTAGE OF YEARLY GROSS EARNINGS	7	11.1	3701	3.2
3	1 OR 2, WHICHEVER IS GREATER	17	27.0	11305	9.7
4	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0
FIELD 10-10	VACATION CARRY-OVER				
0	NO PROVISION	19	30.2	23800	20.5
1	WITH LIMITATIONS	41	65.1	68045	58.6
2	WITHOUT LIMITATIONS	1	1.6	374	0.3
3	NOT ALLOWED	2	3.2	23982	20.6
4	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	63.5	62999	54.2
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	23	36.5	53202	45.8
3 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	3.2	2256	1.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	26	41.3	33138	28.5
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	15	23.8	7245	6.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	17	27.0	71606	61.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	1.6	156	0.1
8 OTHER	2	3.2	1800	1.5
TOTAL	63	100.0	116201	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	3.2	2315	2.0
1 PROVISION FOR FULL REGULAR PAY	61	96.8	113886	98.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	6.3	1524	1.3
1 PAID LEAVE	2	3.2	1109	1.0
2 UNPAID LEAVE	15	23.8	52828	45.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	41	65.1	60590	52.1
4 OTHER	1	1.6	150	0.1
TOTAL	63	100.0	116201	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	52	82.5	29882	25.7
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	7	11.1	43563	37.5
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	4.8	41913	36.1
7 OTHER	1	1.6	843	0.7
TOTAL	63	100.0	116201	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	51	81.0	70569	60.7
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	7	11.1	5090	4.4
3 MORE THAN SIX MONTHS	1	1.6	169	0.1
4 OTHER	4	6.3	40373	34.7
TOTAL	63	100.0	116201	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	9.5	4506	3.9
1 17 WEEKS	-	-	-	-
2 18 WEEKS	27	42.9	17321	14.9
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	22	34.9	53862	46.4
5 27 - 52 WEEKS	4	6.3	1278	1.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	1.6	38822	33.4
7 NOT SPECIFIED, CANNOT DETERMINE	1	1.6	120	0.1
8 OTHER	2	3.2	292	0.3
TOTAL	63	100.0	116201	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	58	92.1	90425	77.8
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	1.6	1250	1.1
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	4	6.3	24526	21.1
TOTAL	63	100.0	116201	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	14	22.2	9630	8.3
1 SENIORITY RETAINED	24	38.1	79728	68.6
2 SENIORITY ACCUMULATED	13	20.6	6618	5.7
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	9	14.3	4517	3.9
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	1.6	14000	12.0
5 OTHER	2	3.2	1708	1.5
TOTAL	63	100.0	116201	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	37	58.7	22823	19.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	17	27.0	88289	76.0
3 TWO DAYS	4	6.3	1583	1.4
4 THREE DAYS	1	1.6	169	0.1
5 FOUR DAYS	1	1.6	120	0.1
6 FIVE DAYS	-	-	-	-
7 OTHER	3	4.8	3217	2.8
TOTAL	63	100.0	116201	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	30.2	12292	10.6
1 PAID LEAVE	2	3.2	469	0.4
2 UNPAID LEAVE	40	63.5	79558	68.5
3 OTHER	2	3.2	23882	20.6
TOTAL	63	100.0	116201	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	32	50.8	13942	12.0
1 LEAVE WITH FULL PAY	4	6.3	14684	12.6
2 LEAVE WITH PARTIAL PAY	1	1.6	130	0.1
3 LEAVE WITHOUT PAY	5	7.9	6693	5.8
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	6	9.5	2161	1.9
5 OTHER	15	23.8	78591	67.6
TOTAL	63	100.0	116201	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	37	58.7	21472	18.5
1 ONE DAY	1	1.6	130	0.1
2 TWO DAYS	1	1.6	160	0.1
3 THREE DAYS	2	3.2	2256	1.9
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	1.6	150	0.1
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	8	12.7	1721	1.5
7 OTHER	13	20.6	90312	77.7
TOTAL	63	100.0	116201	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	13	20.6	6127	5.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	14	22.2	9727	8.4
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	14	22.2	82180	70.7
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	6	9.5	7396	6.4
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	16	25.4	10771	9.3
TOTAL	63	100.0	116201	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	15.9	6052	5.2
1 PROVISION	53	84.1	110149	94.8
TOTAL	63	100.0	116201	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	1	1.6	294	0.3
2 SERIES OF PLANS	62	98.4	115907	99.7
3 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	21	33.3	9194	7.9
1 IMMEDIATELY ON BEING EMPLOYED	3	4.8	1743	1.5
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	6	9.5	24499	21.1
4 SIX MONTHS	2	3.2	2879	2.5
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	27	42.9	74539	64.1
7 OTHER	4	6.3	3347	2.9
TOTAL	63	100.0	116201	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO HEALTH AND WELFARE FUND	62	98.4	115976	99.8
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	-	-	-	-
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	1	1.6	225	0.2
5	50 - 74 CENTS PER HOUR	-	-	-	-
6	75 CENTS - $1.00 PER HOUR	-	-	-	-
7	MORE THAN $1.00 PER HOUR	-	-	-	-
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	1	1.6	225	0.2
1	100% OF PREMIUM	25	39.7	96250	82.8
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	9	14.3	6180	5.3
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	17	27.0	8969	7.7
5	50% OF PREMIUM	9	14.3	3642	3.1
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.2	935	0.8
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	5	7.9	1179	1.0
1	100% OF PREMIUM	25	39.7	96595	83.1
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	9	14.3	6180	5.3
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	25.4	8595	7.4
5	50% OF PREMIUM	7	11.1	2837	2.4
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.6	815	0.7
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	-	-	-	-
	TOTAL	63	100.0	116201	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	38	60.3	54629	47.0
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	4	6.3	5281	4.5
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	13	20.6	49945	43.0
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	4	6.3	2351	2.0
7	OTHER	4	6.3	3995	3.4
	TOTAL	63	100.0	116201	100.0

PUBLIC SECTOR

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	12	19.0	49070	42.2
1	ONE TO SIX DAYS	4	6.3	1976	1.7
2	SEVEN TO TWELVE DAYS	1	1.6	294	0.3
3	THIRTEEN TO FIFTEEN DAYS	4	6.3	1288	1.1
4	SIXTEEN TO EIGHTEEN DAYS	26	41.3	48123	41.4
5	NINETEEN OR MORE DAYS	9	14.3	6321	5.4
6	VARIES WITH LENGTH OF SERVICE	4	6.3	7656	6.6
7	OTHER	3	4.8	1473	1.3
	TOTAL	63	100.0	116201	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	17	27.0	52066	44.8
1	30 DAYS OR LESS	-	-	-	-
2	31 TO 90 DAYS	2	3.2	905	0.8
3	91 TO 120 DAYS	14	22.2	9889	8.5
4	121 TO 150 DAYS	4	6.3	1240	1.1
5	151 TO 200 DAYS	10	15.9	43545	37.5
6	201 TO 250 DAYS	1	1.6	130	0.1
7	MORE THAN 250 DAYS, BUT LIMITED	6	9.5	4703	4.0
8	UNLIMITED ACCUMULATION	5	7.9	2188	1.9
9	OTHER	4	6.3	1535	1.3
	TOTAL	63	100.0	116201	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	27	42.9	59989	51.6
1	ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2	FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	3	4.8	3612	3.1
3	PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	18	28.6	23576	20.3
4	COMBINATION	8	12.7	2915	2.5
5	OTHER	7	11.1	26109	22.5
	TOTAL	63	100.0	116201	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	45	71.4	61305	52.8
1	100% OF PREMIUM	13	20.6	50341	43.3
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	-	-	-	-
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5	50% OF PREMIUM	2	3.2	381	0.3
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.2	2674	2.3
9	OTHER	1	1.6	1500	1.3
	TOTAL	63	100.0	116201	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION	44	69.8	61185	52.7
1	LESS THAN 12 WEEKS	1	1.6	550	0.5
2	13 WEEKS	-	-	-	-
3	26 WEEKS	7	11.1	42516	36.6
4	39 WEEKS	1	1.6	680	0.6
5	52 WEEKS	-	-	-	-
6	VARIES ACCORDING TO LENGTH OF SERVICE	1	1.6	505	0.4
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	3.2	2329	2.0
8	OTHER	7	11.1	8436	7.3
	TOTAL	63	100.0	116201	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	44	69.8	61185	52.7
1	$100 OR LESS	-	-	-	-
2	$101 TO $150 PER WEEK	-	-	-	-
3	$151 TO $200 PER WEEK	-	-	-	-
4	MORE THAN $200 PER WEEK	-	-	-	-
5	PERCENTAGE OF EARNINGS	11	17.5	47065	40.5
6	EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7	VARIES ACCORDING TO EARNINGS	3	4.8	2880	2.5
8	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	3.2	2329	2.0
9	OTHER	3	4.8	2742	2.4
	TOTAL	63	100.0	116201	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	26	41.3	12890	11.1
1	PROVISION	37	58.7	103311	88.9
	TOTAL	63	100.0	116201	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	2	3.2	668	0.6
1	100% OF PREMIUM	26	41.3	94843	81.6
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	4	6.3	3879	3.3
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	25.4	8006	6.9
5	50% OF PREMIUM	8	12.7	4272	3.7
6	FLAT AMOUNT	-	-	-	-
7	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	4.8	2891	2.5
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9	OTHER	4	6.3	1642	1.4
	TOTAL	63	100.0	116201	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	1	1.6	450	0.4
1	$5,000 OR LESS	-	-	-	-
2	$5,001 TO $10,000	-	-	-	-
3	$10,001 TO $15,000	-	-	-	-
4	$15,001 TO $20,000	-	-	-	-
5	MORE THAN $20,000	9	14.3	43958	37.8
6	VARIES ACCORDING TO EARNINGS	32	50.8	60723	52.3
7	PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	18	28.6	9833	8.5
8	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9	OTHER	3	4.8	1237	1.1
	TOTAL	63	100.0	116201	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	34	54.0	19150	16.5
1	100% OF PREMIUM	15	23.8	87139	75.0
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3	75% OF PREMIUM	2	3.2	2778	2.4
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	3.2	624	0.5
5	50% OF PREMIUM	5	7.9	2131	1.8
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	1	1.6	218	0.2
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.6	1250	1.1
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10	OTHER	3	4.8	2911	2.5
	TOTAL	63	100.0	116201	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	34	54.0	19171	16.5
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	1	1.6	1956	1.7
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	6	9.5	19165	16.5
6 VARIES ACCORDING TO EARNINGS	14	22.2	46639	40.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	6	9.5	26659	22.9
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	2	3.2	2611	2.2
TOTAL	63	100.0	116201	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	4.8	1490	1.3
1 100% OF PREMIUM	24	38.1	95577	82.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.6	120	0.1
3 75% OF PREMIUM	11	17.5	7589	6.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	15	23.8	7647	6.6
5 50% OF PREMIUM	7	11.1	2637	2.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.6	120	0.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	1.6	1021	0.9
TOTAL	63	100.0	116201	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	4.8	1490	1.3
1 BASIC (A)	2	3.2	1122	1.0
2 BASIC AND EXTENDED (A AND B)	6	9.5	1247	1.1
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	41	65.1	108359	93.3
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	17.5	3983	3.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	7.9	1409	1.2
1 PROVISION	58	92.1	114792	98.8
TOTAL	63	100.0	116201	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	10	15.9	5349	4.6
1 UNION	1	1.6	680	0.6
2 MANAGEMENT	2	3.2	1755	1.5
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	48	76.2	108030	93.0
6 OTHER	2	3.2	387	0.3
TOTAL	63	100.0	116201	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	33.3	29180	25.1
1 PROVISION	42	66.7	87021	74.9
TOTAL	63	100.0	116201	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	7	11.1	2539	2.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	12	19.0	7460	6.4
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	17	27.0	86610	74.5
4 BY UNION REPRESENTATIVE	7	11.1	4054	3.5
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	18	28.6	14533	12.5
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	2	3.2	1005	0.9
TOTAL	63	100.0	116201	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	11.1	5339	4.6
1 72 HOURS OR LESS	3	4.8	582	0.5
2 FIVE DAYS	8	12.7	3144	2.7
3 ONE WEEK	1	1.6	23732	20.4
4 TEN DAYS	10	15.9	3981	3.4
5 TWO WEEKS	5	7.9	15173	13.1
6 THREE WEEKS	1	1.6	4181	3.6
7 ONE MONTH	9	14.3	43609	37.5
8 TWO MONTHS	2	3.2	1922	1.7
9 VARIES BY TYPE OF GRIEVANCE	5	7.9	6778	5.8
10 OTHER	12	19.0	7760	6.7
TOTAL	63	100.0	116201	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	31.7	7769	6.7
1 PROVISION	43	68.3	108432	93.3
TOTAL	63	100.0	116201	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	61	96.8	77256	66.5
1 PROVISION	2	3.2	38945	33.5
TOTAL	63	100.0	116201	100.0

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	39	61.9	24029	20.7
1 PROVISION	24	38.1	92172	79.3
TOTAL	63	100.0	116201	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	41	65.1	61026	52.5
1 PROVISION	22	34.9	55175	47.5
TOTAL	63	100.0	116201	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	7	11.1	7705	6.6
2 PERMANENT UMPIRE (NAMED)	4	6.3	2415	2.1
3 TRIPARTITE BOARD	29	46.0	12669	10.9
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	1.6	307	0.3
5 CHOICE OF ALTERNATIVES	20	31.7	68871	59.3
6 OTHER	2	3.2	24234	20.9
TOTAL	63	100.0	116201	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NOT PROHIBITED (OR NO MENTION)	63	100.0	116201	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	63	100.0	116201	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	48	76.2	84202	72.5
1 PROVISION	15	23.8	31999	27.5
TOTAL	63	100.0	116201	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	19.0	4914	4.2
1 JOINT SAFETY COMMITTEE	48	76.2	108063	93.0
2 OTHER	3	4.8	3224	2.8
TOTAL	63	100.0	116201	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	16	25.4	8304	7.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	22	34.9	41097	35.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	1.6	156	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	3	4.8	3013	2.6
4 RIGHT TO UNDERTAKE INSPECTIONS	4	6.3	710	0.6
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	1	1.6	471	0.4
7 COMBINATION OF 2, 3 AND 4	7	11.1	42997	37.0
8 OTHER	9	14.3	19453	16.7
TOTAL	63	100.0	116201	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO SAFETY COMMITTEE PROVISION	20	31.7	11770	10.1
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	29	46.0	43351	37.3
2 PROVISION FOR PAY OF SAFETY COMMITTEE	14	22.2	61080	52.6
TOTAL	63	100.0	116201	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	30	47.6	56057	48.2
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	27	42.9	52304	45.0
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	3	4.8	2243	1.9
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	3	4.8	5597	4.8
TOTAL	63	100.0	116201	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	39	61.9	65582	56.4
1 PROVISION	24	38.1	50619	43.6
TOTAL	63	100.0	116201	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	37	58.7	60956	52.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	7	11.1	6946	6.0
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	12	19.0	44109	38.0
4 OTHER	7	11.1	4190	3.6
TOTAL	63	100.0	116201	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	53	84.1	71818	61.8
1 PROVISION	10	15.9	44383	38.2
TOTAL	63	100.0	116201	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	19	30.2	55108	47.4
1 PROVISION	44	69.8	61093	52.6
TOTAL	63	100.0	116201	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	29	46.0	35052	30.2
1 POLICY STATEMENT ONLY	6	9.5	27296	23.5
2 POLICY AND/OR COMPLAINT PROCEDURE	25	39.7	49588	42.7
3 MENTIONED BUT NOT SPECIFIED	3	4.8	4265	3.7
TOTAL	63	100.0	116201	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	60	95.2	76583	65.9
1 PROVISION	3	4.8	39618	34.1
TOTAL	63	100.0	116201	100.0
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	41	65.1	24483	21.1
1 PROVISION	22	34.9	91718	78.9
TOTAL	63	100.0	116201	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	52	82.5	64058	55.1
1 PROVISION	11	17.5	52143	44.9
TOTAL	63	100.0	116201	100.0

	PUBLIC SECTOR			
	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	22	34.9	21553	18.5
1 PROVISION	41	65.1	94648	81.5
TOTAL	63	100.0	116201	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	33	52.4	58061	50.0
1 PROVISION	30	47.6	58140	50.0
TOTAL	63	100.0	116201	100.0

PART II: b
PRIVATE SECTOR

(113 agreements covering 131,475 employees)

PRIVATE SECTOR

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	70	61.9	38887	29.6
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	26	23.0	28837	21.9
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	1.8	11700	8.9
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	12	10.6	50275	38.2
4 MULTI-UNION AND SINGLE EMPLOYER	3	2.7	1776	1.4
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	33	29.2	4528	3.4
2 200 - 499 EMPLOYEES	38	33.6	12371	9.4
3 500 - 999 EMPLOYEES	16	14.2	10942	8.3
4 1000 - 4999 EMPLOYEES	20	17.7	47834	36.4
5 5000 - 9,999 EMPLOYEES	4	3.5	25800	19.6
6 10,000 OR MORE EMPLOYEES	2	1.8	30000	22.8
TOTAL	113	100.0	131475	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PROVINCIAL	100	88.5	110435	84.0
1 FEDERAL	13	11.5	21040	16.0
TOTAL	113	100.0	131475	100.0

FIELD 1-04 SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 PRIVATE	113	100.0	131475	100.0
1 PUBLIC	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 YEAR	4	3.5	8443	6.4
1 MORE THAN 1 YEAR, LESS THAN 2	1	0.9	500	0.4
2 2 YEARS	54	47.8	75837	57.7
3 MORE THAN 2 YEARS, LESS THAN 3	3	2.7	3307	2.5
4 3 YEARS	41	36.3	37756	28.7
5 MORE THAN 3 YEARS	10	8.8	5632	4.3
6 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 2ND HALF OF 1986	-	-	-	-
1 1ST HALF OF 1987	3	2.7	563	0.4
2 2ND HALF OF 1987	12	10.6	10783	8.2
3 1ST HALF OF 1988	39	34.5	68869	52.4
4 2ND HALF OF 1988	30	26.5	15962	12.1
5 1ST HALF OF 1989	16	14.2	10800	8.2
6 2ND HALF OF 1989	7	6.2	20046	15.2
7 LATER THAN 1989	6	5.3	4452	3.4
TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 EAST AND WEST KOOTENAYS	7	6.2	5891	4.5
1 OKANAGAN	4	3.5	1973	1.5
2 SOUTHERN INTERIOR	1	0.9	1173	0.9
3 LOWER COAST AND LOWER MAINLAND	51	45.1	15715	12.0
4 VANCOUVER ISLAND	7	6.2	2503	1.9
5 CENTRAL INTERIOR	5	4.4	4880	3.7
6 PEACE RIVER	1	0.9	1071	0.8
7 NORTH WEST	5	4.4	2646	2.0
8 TWO OR MORE REGIONS	30	26.5	94635	72.0
9 INTER-PROVINCIAL	2	1.8	988	0.8
TOTAL	113	100.0	131475	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	18.6	48532	36.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	43	38.1	56132	42.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	27	23.9	12744	9.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	22	19.5	14067	10.7
4 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 2-02 CONTRACTING OUT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	41	36.3	51125	38.9
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	22	19.5	24376	18.5
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	16	14.2	6918	5.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	2.7	3850	2.9
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	9	8.0	18136	13.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	4	3.5	10497	8.0
6 OTHER	18	15.9	16573	12.6
TOTAL	113	100.0	131475	100.0

FIELD 2-03 UNION SECURITY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	3.5	7120	5.4
1 CLOSED SHOP	14	12.4	24151	18.4
2 UNION SHOP	56	49.6	46404	35.3
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	24	21.2	35953	27.3
4 MAINTENANCE OF MEMBERSHIP	11	9.7	6223	4.7
5 RAND FORMULA	3	2.7	624	0.5
6 OTHER	1	0.9	11000	8.4
TOTAL	113	100.0	131475	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	6	5.3	18044	13.7
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	66	58.4	58199	44.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	22	19.5	22226	16.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	7	6.2	6530	5.0
5 COMPULSORY FOR UNION MEMEBERS ONLY	8	7.1	25583	19.5
6 OTHER	4	3.5	893	0.7
TOTAL	113	100.0	131475	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	57	50.4	82338	62.6
1 CROSS PICKET LINES	31	27.4	31997	24.3
2 HOT CARGOES	1	0.9	130	0.1
3 NON-UNION WORKERS	2	1.8	2630	2.0
4 COMBINATION OF 1, 2, AND/OR 3	21	18.6	13590	10.3
5 OTHER	1	0.9	790	0.6
TOTAL	113	100.0	131475	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	13	11.5	22577	17.2
1 UNION HIRING HALL	1	0.9	450	0.3
2 EMPLOYER (PLANT, BARGAINING UNIT)	53	46.9	24723	18.8
3 DEPARTMENT (BRANCH, DIVISION)	4	3.5	8501	6.5
4 CRAFT (OCCUPATION)	1	0.9	115	0.1
5 EMPLOYER AND DEPARTMENT	17	15.0	44069	33.5
6 EMPLOYER AND CRAFT	7	6.2	2882	2.2
7 COMBINATION OF THE ABOVE	11	9.7	22709	17.3
8 OTHER	6	5.3	5449	4.1
TOTAL	113	100.0	131475	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	13.3	26990	20.5
1 ONE CALENDAR MONTH	14	12.4	19635	14.9
2 TWO CALENDAR MONTHS	6	5.3	4841	3.7
3 THREE CALENDAR MONTHS	14	12.4	4109	3.1
4 SIX CALENDAR MONTHS	3	2.7	1150	0.9
5 THIRTY WORKING DAYS	14	12.4	33620	25.6
6 FORTY-FIVE WORKING DAYS	6	5.3	1603	1.2
7 SIXTY WORKING DAYS	6	5.3	2248	1.7
8 240 WORKING DAYS	-	-	-	-
9 OTHER	35	31.0	37279	28.4
TOTAL	113	100.0	131475	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	20	17.7	52546	40.0
1 STRAIGHT SENIORITY	3	2.7	13571	10.3
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	49	43.4	46866	35.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	26	23.0	14046	10.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	12	10.6	3090	2.4
5 OTHER	3	2.7	1356	1.0
TOTAL	113	100.0	131475	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	11	9.7	24372	18.5
1 STRAIGHT SENIORITY	13	11.5	9175	7.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	65	57.5	80076	60.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	10.6	7202	5.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	6.2	6540	5.0
5 OTHER	5	4.4	4110	3.1
TOTAL	113	100.0	131475	100.0

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	35.4	75033	57.1
1 LESS THAN 24 HOURS	11	9.7	17620	13.4
2 24 HOURS TO 48 HOURS	15	13.3	7339	5.6
3 72 HOURS	2	1.8	320	0.2
4 ONE WEEK	1	0.9	250	0.2
5 TWO WEEKS	10	8.8	3218	2.4
6 ONE MONTH	7	6.2	2405	1.8
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	16	14.2	10529	8.0
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	1.8	865	0.7
9 OTHER	9	8.0	13896	10.6
TOTAL	113	100.0	131475	100.0

FIELD 3-06 RECALL PROCEDURE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	19	16.8	37049	28.2
1 STRAIGHT SENIORITY	15	13.3	9045	6.9
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	67	59.3	73534	55.9
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	6.2	3089	2.3
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	1.8	1358	1.0
5 UNION HIRING HALL REFERRAL	1	0.9	400	0.3
6 OTHER	2	1.8	7000	5.3
TOTAL	113	100.0	131475	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	27	23.9	33423	25.4
1 FAILURE TO REPORT WHEN NOTIFIED	14	12.4	8958	6.8
2 AFTER A SPECIFIED PERIOD OFF WORK	5	4.4	1315	1.0
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	67	59.3	87779	66.8
TOTAL	113	100.0	131475	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	18.6	30123	22.9
1 LESS THAN SIX MONTHS	3	2.7	3400	2.6
2 SIX MONTHS	9	8.0	10982	8.4
3 SEVEN TO TWELVE MONTHS	2	1.8	1158	0.9
4 TWELVE MONTHS	23	20.4	19882	15.1
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	13	11.5	6356	4.8
6 MORE THAN TWENTY-FOUR MONTHS	–	–	–	–
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	33	29.2	54294	41.3
8 NOT SPECIFIED OR INDEFINITE	8	7.1	4330	3.3
9 SENIORITY LOST ON LAYOFF	–	–	–	–
10 OTHER	1	0.9	950	0.7
TOTAL	113	100.0	131475	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	63	55.8	78308	59.6
1 UP TO 1 YEAR	9	8.0	26817	20.4
2 12 - 24 MONTHS	11	9.7	2411	1.8
3 MORE THAN 24 MONTHS	5	4.4	5265	4.0
4 VARIES BY TYPE OF INCAPACITATION	4	3.5	3132	2.4
5 OTHER	21	18.6	15542	11.8
TOTAL	113	100.0	131475	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	60	53.1	81458	62.0
1 SENIORITY LOST ON TRANSFER	4	3.5	1720	1.3
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	32	28.3	20363	15.5
3 SENIORITY RETAINED INDEFINITELY	15	13.3	27184	20.7
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	0.9	400	0.3
5 OTHER	1	0.9	350	0.3
TOTAL	113	100.0	131475	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	99	87.6	112421	85.5
1 FOR UNION OFFICIALS	8	7.1	6863	5.2
2 SPECIAL SKILLS, APPRENTICES	4	3.5	11555	8.8
3 COMBINATION OF ALTERNATIVES	2	1.8	636	0.5
4 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	35.4	64407	49.0
1 PROVISION	73	64.6	67068	51.0
TOTAL	113	100.0	131475	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	77	68.1	112223	85.4
1 OLDER WORKERS	3	2.7	2200	1.7
2 DISABLED WORKERS	24	21.2	11838	9.0
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	9	8.0	5214	4.0
TOTAL	113	100.0	131475	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	96	85.0	123663	94.1
1 PROVISION	17	15.0	7812	5.9
TOTAL	113	100.0	131475	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	28	24.8	36326	27.6
1 APPRENTICESHIP	33	29.2	32896	25.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	9	8.0	7773	5.9
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	1.8	1250	1.0
4 1 AND 2	7	6.2	4358	3.3
5 1 AND 3	3	2.7	18090	13.8
6 2 AND 3	4	3.5	4700	3.6
7 1, 2 AND 3	14	12.4	14133	10.7
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	0.9	145	0.1
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	0.9	450	0.3
10 OTHER	11	9.7	11354	8.6
TOTAL	113	100.0	131475	100.0

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	67	59.3	79621	60.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	5	4.4	6350	4.8
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	0.9	9000	6.8
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	3	2.7	585	0.4
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	4	3.5	1438	1.1
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	7	6.2	4000	3.0
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	26	23.0	30481	23.2
TOTAL	113	100.0	131475	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	92	81.4	121577	92.5
1 REDUCTION IN NORMAL HOURS OF WORK	11	9.7	4140	3.1
2 CHANGE IN TYPE OF WORK	6	5.3	4083	3.1
3 COMBINATION OF 1 AND 2	2	1.8	925	0.7
4 OTHER	2	1.8	750	0.6
TOTAL	113	100.0	131475	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	49	43.4	83348	63.4
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	54	47.8	31321	23.8
3 RATE OF TEMPORARY JOB	3	2.7	5132	3.9
4 OTHER	7	6.2	11674	8.9
TOTAL	113	100.0	131475	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	84	74.3	121265	92.2
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	9	8.0	5393	4.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	10	8.8	2472	1.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.9	180	0.1
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	1.8	395	0.3
5 OTHER	7	6.2	1770	1.3
TOTAL	113	100.0	131475	100.0

FIELD 4-09 MOONLIGHTING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	84	74.3	115202	87.6
1 PROHIBITED	9	8.0	11111	8.5
2 PERMITTED - WITH RESTRICTIONS	16	14.2	4042	3.1
3 PERMITTED - WITHOUT RESTRICTIONS	1	0.9	130	0.1
4 OTHER	3	2.7	990	0.8
TOTAL	113	100.0	131475	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	47	41.6	47081	35.8
1 UNION-MANAGEMENT CONSULTATION ONLY	22	19.5	20429	15.5
2 ARBITRATION IF CONSULTATION FAILS	42	37.2	44765	34.0
3 OTHER	2	1.8	19200	14.6
TOTAL	113	100.0	131475	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	40	35.4	43515	33.1
1 LESS THAN THREE MONTHS	15	13.3	23228	17.7
2 THREE MONTHS	19	16.8	6006	4.6
3 SIX MONTHS	21	18.6	45422	34.5
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	13	11.5	8648	6.6
6 OTHER	5	4.4	4656	3.5
TOTAL	113	100.0	131475	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	66	58.4	65571	49.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	26	23.0	53356	40.6
2 CONSULTATION - DETAILS UNSPECIFIED	20	17.7	10048	7.6
3 OTHER	1	0.9	2500	1.9
TOTAL	113	100.0	131475	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	92	81.4	108306	82.4
1 PROVISION	21	18.6	23169	17.6
TOTAL	113	100.0	131475	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	42	37.2	46927	35.7
1 STRAIGHT LAYOFF	6	5.3	4341	3.3
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	40	35.4	50341	38.3
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	0.9	450	0.3
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	6	5.3	5658	4.3
5 COMBINATION	13	11.5	19586	14.9
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	5	4.4	4172	3.2
TOTAL	113	100.0	131475	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	73	64.6	102073	77.6
1 LESS THAN ONE YEAR	4	3.5	3073	2.3
2 ONE YEAR	22	19.5	17810	13.5
3 TWO YEARS	5	4.4	1931	1.5
4 THREE YEARS	4	3.5	3425	2.6
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	5	4.4	3163	2.4
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	56	49.6	69794	53.1
1 ONE WEEK'S PAY PER YEAR OF SERVICE	28	24.8	49070	37.3
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	6	5.3	2618	2.0
3 VARIES ACCORDING TO LENGTH OF SERVICE	14	12.4	7223	5.5
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	9	8.0	2770	2.1
TOTAL	113	100.0	131475	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	68	60.2	74399	56.6
1 LESS THAN 20 WEEKS' PAY	9	8.0	6627	5.0
2 20 - 25 WEEKS' PAY	5	4.4	1817	1.4
3 26 - 29 WEEKS' PAY	3	2.7	623	0.5
4 30 - 51 WEEKS' PAY	13	11.5	41801	31.8
5 52 WEEK'S PAY OR MORE	2	1.8	566	0.4
6 NO MAXIMUM	8	7.1	2605	2.0
7 OTHER	5	4.4	3037	2.3
TOTAL	113	100.0	131475	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	90	79.6	79243	60.3
1 LESS THAN THREE MONTHS	11	9.7	13925	10.6
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	0.9	500	0.4
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	4	3.5	2649	2.0
4 MENTIONED, NOT SPECIFIED	1	0.9	19000	14.5
5 BY LENGTH OF SERVICE	3	2.7	2465	1.9
6 OTHER	3	2.7	13693	10.4
TOTAL	113	100.0	131475	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	44	38.9	51873	39.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	28	24.8	12736	9.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	5	4.4	4444	3.4
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	5	4.4	6740	5.1
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	29	25.7	52940	40.3
6 OTHER	2	1.8	2742	2.1
TOTAL	113	100.0	131475	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	57	50.4	61645	46.9
1 COMPANY PROGRAM	16	14.2	16591	12.6
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	1	0.9	500	0.4
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	16	14.2	26432	20.1
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	21	18.6	23557	17.9
5 OTHER	2	1.8	2750	2.1
TOTAL	113	100.0	131475	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	112	99.1	131355	99.9
1 PROVISION	1	0.9	120	0.1
TOTAL	113	100.0	131475	100.0

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	109	96.5	119855	91.2
1 EMPLOYER PAYS FULL COST	2	1.8	11150	8.5
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	1	0.9	120	0.1
5 OTHER	1	0.9	350	0.3
TOTAL	113	100.0	131475	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	11	9.7	6249	4.8
1 WAGE ADJUSTMENT EVERY SIX MONTHS	4	3.5	495	0.4
2 WAGE ADJUSTMENT YEARLY	66	58.4	90368	68.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	26	23.0	22961	17.5
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	6	5.3	11402	8.7
TOTAL	113	100.0	131475	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	102	90.3	122777	93.4
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	0.9	187	0.1
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	5	4.4	2481	1.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	5	4.4	6030	4.6
TOTAL	113	100.0	131475	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	53	46.9	58234	44.3
1 SEVERANCE PAY PLAN	54	47.8	69207	52.6
2 LAYOFF BENEFITS PLAN	3	2.7	1750	1.3
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	0.9	908	0.7
5 OTHER	2	1.8	1376	1.0
TOTAL	113	100.0	131475	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	108	95.6	125475	95.4
1 PROVISION	5	4.4	6000	4.6
TOTAL	113	100.0	131475	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	71	62.8	81803	62.2
1 LESS THAN ONE YEAR	10	8.8	19015	14.5
2 ONE YEAR	20	17.7	26024	19.8
3 TWO YEARS	4	3.5	1681	1.3
4 THREE YEARS	1	0.9	300	0.2
5 FIVE YEARS	2	1.8	500	0.4
6 TEN YEARS	2	1.8	1376	1.0
7 OTHER	3	2.7	776	0.6
TOTAL	113	100.0	131475	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	53	46.9	59042	44.9
1 ONE DAY'S PAY PER YEAR OF SERVICE	3	2.7	5320	4.0
2 ONE WEEK'S PAY PER YEAR OF SERVICE	16	14.2	42284	32.2
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	7	6.2	2264	1.7
4 VARIES ACCORDING TO LENGTH OF SERVICE	21	18.6	8998	6.8
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	13	11.5	13567	10.3
TOTAL	113	100.0	131475	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	68	60.2	84042	63.9
1 LESS THAN 20 WEEKS' PAY	10	8.8	4315	3.3
2 20 WEEKS' PAY	7	6.2	6547	5.0
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	2	1.8	1143	0.9
5 30 - 52 WEEKS' PAY	6	5.3	13241	10.1
6 NO MAXIMUM	13	11.5	18620	14.2
7 OTHER	7	6.2	3567	2.7
TOTAL	113	100.0	131475	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	89	78.8	117497	89.4
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	23	20.4	13070	9.9
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	0.9	908	0.7
TOTAL	113	100.0	131475	100.0

FIELD 6-09 COLA: FREQUENCY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	89	78.8	117497	89.4
1 AUTOMATIC MONTHLY ADJUSTMENT	6	5.3	1107	0.8
2 AUTOMATIC QUARTERLY ADJUSTMENT	3	2.7	755	0.6
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	0.9	1056	0.8
4 AUTOMATIC ANNUAL ADJUSTMENT	6	5.3	3343	2.5
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	4	3.5	3565	2.7
7 REVIEW AT IRREGULAR INTERVALS	3	2.7	3244	2.5
8 CANNOT DETERMINE	1	0.9	908	0.7
9 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES

	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	40	0.0
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	20475	16.2
5 7 3/4 HOURS	2288	1.8
6 EIGHT HOURS	87130	69.1
7 MORE THAN EIGHT HOURS	1329	1.1
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	14815	11.8
TOTAL	126077	100.0

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION			-	-
1	LESS THAN SEVEN HOURS			-	-
2	SEVEN HOURS			277	5.1
3	7 1/4 HOURS			-	-
4	7 1/2 HOURS			3945	73.1
5	7 3/4 HOURS			-	-
6	EIGHT HOURS			596	11.0
7	MORE THAN EIGHT HOURS			110	2.0
8	FLEXIBLE WORK HOURS			345	6.4
9	OTHER			125	2.3
	TOTAL			5398	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION			450	0.4
1	THREE DAYS			-	-
2	FOUR DAYS			6004	4.8
3	FIVE DAYS			105798	83.9
4	VARIES BY SEASON, LOCATION, ETC.			4500	3.6
5	NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6	WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7	OTHER			9325	7.4
	TOTAL			126077	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION			-	-
1	THREE DAYS			-	-
2	FOUR DAYS			110	2.0
3	FIVE DAYS			4963	91.9
4	VARIES BY SEASON, LOCATION, ETC.			-	-
5	NO STANDARD WEEKLY WORK DAYS			-	-
6	WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7	OTHER			325	6.0
	TOTAL			5398	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION			-	-
1	LESS THAN 35 HOURS			-	-
2	35 HOURS			663	0.5
3	37 1/2 HOURS			20475	16.2
4	40 HOURS			87007	69.0
5	MORE THAN 40 HOURS			-	-
6	OTHER			17932	14.2
	TOTAL			126077	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO PROVISION			-	-
1	LESS THAN 35 HOURS			-	-
2	35 HOURS			207	3.8
3	37 1/2 HOURS			3945	73.1
4	40 HOURS			811	15.0
5	MORE THAN 40 HOURS			-	-
6	OTHER			435	8.1
	TOTAL			5398	100.0

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	6	5.3	4984	3.8
1 TWO DAYS (CONSECUTIVE)	91	80.5	101531	77.2
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	1	0.9	110	0.1
4 THREE DAYS (NOT CONSECUTIVE)	1	0.9	259	0.2
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	3.5	7541	5.7
7 OTHER	10	8.8	17050	13.0
TOTAL	113	100.0	131475	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 LEGISLATION (2 HOURS' PAY)	68	60.2	91991	70.0
1 THREE HOURS' PAY	1	0.9	2700	2.1
2 FOUR HOURS' PAY	27	23.9	23039	17.5
3 FULL SHIFT'S PAY	8	7.1	5576	4.2
4 OTHER	9	8.0	8169	6.2
TOTAL	113	100.0	131475	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 LEGISLATION (4 HOURS' PAY)	94	83.2	122811	93.4
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	11	9.7	5506	4.2
3 OTHER	8	7.1	3158	2.4
TOTAL	113	100.0	131475	100.0

FIELD 7-10 PAID REST PERIODS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	24	21.2	34378	26.1
1 TWO FOR A TOTAL OF 20 MINUTES	38	33.6	60392	45.9
2 TWO FOR A TOTAL OF 30 MINUTES	38	33.6	29554	22.5
3 TWO FOR A TOTAL OF 40 MINUTES	2	1.8	500	0.4
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	2.7	527	0.4
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	4	3.5	4403	3.3
6 OTHER	4	3.5	1721	1.3
TOTAL	113	100.0	131475	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	50	44.2	75038	57.1
1 LESS THAN ONE DAY (24 HOURS)	13	11.5	17720	13.5
2 ONE DAY (24 HOURS)	21	18.6	16505	12.6
3 MORE THAN ONE DAY LESS THAN THREE	12	10.6	11565	8.8
4 THREE DAYS TO LESS THAN SEVEN	7	6.2	3408	2.6
5 SEVEN TO FOURTEEN DAYS	1	0.9	115	0.1
6 MORE THAN FOURTEEN DAYS	1	0.9	130	0.1
7 NOTICE MENTIONED BUT NOT SPECIFIED	3	2.7	5021	3.8
8 OTHER	5	4.4	1973	1.5
TOTAL	113	100.0	131475	100.0

FIELD 7-12 PORTAL-TO-PORTAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	100	88.5	92641	70.5
1 PROVISION	13	11.5	38834	29.5
TOTAL	113	100.0	131475	100.0

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	89	78.8	121857	92.7
1 PROVISION	24	21.2	9618	7.3
TOTAL	113	100.0	131475	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	109	96.5	125838	95.7
1 PROVISION	4	3.5	5637	4.3
TOTAL	113	100.0	131475	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	99	87.6	125989	95.8
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	4.4	2551	1.9
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	9	8.0	2935	2.2
TOTAL	113	100.0	131475	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	10	8.8	18641	14.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.8	355	0.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	25	22.1	15819	12.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	20	17.7	35412	26.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	3.5	800	0.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	41	36.3	41901	31.9
7 OTHER	11	9.7	18547	14.1
TOTAL	113	100.0	131475	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 1 1/2 X	16	14.2	25420	19.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.8	460	0.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	15	13.3	6461	4.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	15	13.3	30817	23.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	3.5	800	0.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	7	6.2	6554	5.0
6 2 X	42	37.2	42001	31.9
7 OTHER	12	10.6	18962	14.4
TOTAL	113	100.0	131475	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	7	6.2	6728	5.1
1 1 1/2 X	26	23.0	44872	34.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.9	4500	3.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	4	3.5	1154	0.9
4 1 1/2 X FOR THREE HOURS, THEN 2 X	5	4.4	6102	4.6
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	9	8.0	2016	1.5
6 2 X	52	46.0	58124	44.2
7 OTHER	9	8.0	7979	6.1
TOTAL	113	100.0	131475	100.0

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	8	7.1	6933	5.3
1	1 1/2 X	11	9.7	16441	12.5
2	1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.9	242	0.2
3	1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.9	400	0.3
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	83	73.5	99030	75.3
6	3 X	1	0.9	1500	1.1
7	OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8	OTHER	8	7.1	6929	5.3
	TOTAL	113	100.0	131475	100.0

FIELD 8-05 OVERTIME COMPENSATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	13	11.5	12118	9.2
1	PAY ONLY	66	58.4	84722	64.4
2	FULL COMPENSATORY TIME OFF	-	-	-	-
3	CHOICE OF PAY OR COMPENSATORY TIME OFF	31	27.4	33114	25.2
4	OTHER	3	2.7	1521	1.2
	TOTAL	113	100.0	131475	100.0

FIELD 8-06 RIGHT TO REFUSE OVERTIME

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	61	54.0	83266	63.3
1	RIGHT TO REFUSE	42	37.2	42846	32.6
2	NO RIGHT TO REFUSE	2	1.8	342	0.3
3	OVERTIME COMPULSORY IN CASES OF EMERGENCY	3	2.7	3108	2.4
4	OTHER	5	4.4	1913	1.5
	TOTAL	113	100.0	131475	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	58	51.3	96081	73.1
1	BASED ON SENIORITY	21	18.6	9889	7.5
2	SHARED AMONG ALL EMPLOYEES	33	29.2	25318	19.3
3	OTHER	1	0.9	187	0.1
	TOTAL	113	100.0	131475	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	53	46.9	53604	40.8
1	NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	26	23.0	44368	33.7
2	1 1/2 X	6	5.3	7716	5.9
3	1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4	1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5	2 X	8	7.1	15006	11.4
6	FLAT AMOUNT PER HOUR OR DAY	15	13.3	6837	5.2
7	PERCENTAGE OF REGULAR RATE	1	0.9	350	0.3
8	OTHER	4	3.5	3594	2.7
	TOTAL	113	100.0	131475	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	51	45.1	45772	34.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	13	11.5	8910	6.8
2 1 1/2 X	15	13.3	53527	40.7
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	9	8.0	6319	4.8
6 FLAT AMOUNT PER HOUR OR PER DAY	17	15.0	11782	9.0
7 PERCENTAGE OF REGULAR RATE	3	2.7	805	0.6
8 OTHER	5	4.4	4360	3.3
TOTAL	113	100.0	131475	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	24	21.2	26207	19.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	6	5.3	23987	18.2
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	5	4.4	5070	3.9
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	19	16.8	26854	20.4
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	0.9	285	0.2
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	10	8.8	5416	4.1
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	10	8.8	11292	8.6
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	19	16.8	10986	8.4
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	0.9	1056	0.8
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	2.7	1726	1.3
12 OTHER	15	13.3	18596	14.1
TOTAL	113	100.0	131475	100.0

FIELD 8-11 PAID MEAL PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	35.4	52225	39.7
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	57	50.4	69544	52.9
2 ON DESIGNATED SHIFTS	7	6.2	4690	3.6
3 1 AND 2	5	4.4	3403	2.6
4 OTHER	4	3.5	1613	1.2
TOTAL	113	100.0	131475	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	39	34.5	32523	24.7
1 LESS THAN $4.00	1	0.9	500	0.4
2 $4.00 TO $4.99	2	1.8	1615	1.2
3 $5.00 TO $5.99	7	6.2	5772	4.4
4 $6.00 TO $6.99	4	3.5	1503	1.1
5 $7.00 AND MORE	15	13.3	5139	3.9
6 MEAL PROVIDED	33	29.2	70237	53.4
7 OTHER	12	10.6	14186	10.8
TOTAL	113	100.0	131475	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	101	89.4	114732	87.3
1 1 1/2 X	4	3.5	12398	9.4
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	2	1.8	340	0.3
4 FLAT AMOUNT	3	2.7	1190	0.9
5 OTHER	3	2.7	2815	2.1
TOTAL	113	100.0	131475	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	95	84.1	114619	87.2
1 PROVISION	18	15.9	16856	12.8
TOTAL	113	100.0	131475	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	73	64.6	82749	62.9
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	10	8.8	3714	2.8
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	15	13.3	11630	8.8
3 PERCENTAGE OF REGULAR RATE	3	2.7	6476	4.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	12	10.6	26906	20.5
TOTAL	113	100.0	131475	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	19	16.8	20327	15.5
1 LESS THAN 20 CENTS PER HOUR	1	0.9	315	0.2
2 20 - 29 CENTS PER HOUR	7	6.2	1574	1.2
3 30 - 49 CENTS PER HOUR	31	27.4	50336	38.3
4 50 - 75 CENTS PER HOUR	10	8.8	7434	5.7
5 MORE THAN 75 CENTS PER HOUR	7	6.2	7622	5.8
6 1/2 HOUR'S PAY PER SHIFT	2	1.8	440	0.3
7 1 HOUR'S PAY PER SHIFT	10	8.8	18916	14.4
8 PERCENTAGE OF HOURLY WAGE RATE	7	6.2	3625	2.8
9 FLAT AMOUNT PER SHIFT	4	3.5	11749	8.9
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	4	3.5	1502	1.1
11 OTHER	11	9.7	7635	5.8
TOTAL	113	100.0	131475	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	32	28.3	35911	27.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	0.9	100	0.1
3 30 - 49 CENTS PER HOUR	19	16.8	32741	24.9
4 50 - 74 CENTS PER HOUR	15	13.3	15992	12.2
5 75¢ - $1.00 PER HOUR	9	8.0	12638	9.6
6 MORE THAN $1.00 PER HOUR	3	2.7	1825	1.4
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	0.9	350	0.3
9 TWO HOUR'S PAY PER SHIFT	9	8.0	10163	7.7
10 PERCENTAGE OF HOURLY WAGE RATE	5	4.4	2959	2.3
11 FLAT AMOUNT PER SHIFT	4	3.5	11737	8.9
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	4	3.5	1502	1.1
13 OTHER	11	9.7	5557	4.2
TOTAL	113	100.0	131475	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	98	86.7	115123	87.6
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	3	2.7	2750	2.1
7 FLAT AMOUNT PER SHIFT	2	1.8	8253	6.3
8 SPLIT SHIFT PROHIBITED	9	8.0	5149	3.9
9 OTHER	1	0.9	200	0.2
TOTAL	113	100.0	131475	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	86	76.1	95801	72.9
1 PROVISION	27	23.9	35674	27.1
TOTAL	113	100.0	131475	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	108	95.6	110978	84.4
1 PROVISION	5	4.4	20497	15.6
TOTAL	113	100.0	131475	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	0.9	4500	3.4
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	0.9	242	0.2
3 TEN DAYS	16	14.2	8490	6.5
4 ELEVEN DAYS	53	46.9	68154	51.8
5 TWELVE DAYS	27	23.9	26997	20.5
6 THIRTEEN DAYS	5	4.4	1582	1.2
7 FOURTEEN DAYS	8	7.1	20475	15.6
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	2	1.8	1035	0.8
TOTAL	113	100.0	131475	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	26	23.0	25439	19.3
1 MINIMUM LENGTH OF SERVICE	20	17.7	25819	19.6
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	0.9	400	0.3
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	1	0.9	259	0.2
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	19	16.8	18972	14.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	1.8	1700	1.3
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	41	36.3	57599	43.8
7 OTHER	3	2.7	1287	1.0
TOTAL	113	100.0	131475	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	46	40.7	63497	48.3
1 LESS THAN ONE MONTH	8	7.1	16961	12.9
2 ONE MONTH	26	23.0	15219	11.6
3 TWO MONTHS	1	0.9	1100	0.8
4 MORE THAN TWO MONTHS	5	4.4	2220	1.7
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	18	15.9	22372	17.0
6 OTHER	9	8.0	10106	7.7
TOTAL	113	100.0	131475	100.0

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	1.8	4600	3.5
1 ANOTHER DAY OFF	1	0.9	250	0.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	36	31.9	66333	50.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	61	54.0	52279	39.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	13	11.5	8013	6.1
TOTAL	113	100.0	131475	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	24	21.2	44779	34.1
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	67	59.3	69990	53.2
2 AN EXTRA DAY'S PAY	7	6.2	12035	9.2
3 1 OR 2	11	9.7	3431	2.6
4 OTHER	4	3.5	1240	0.9
TOTAL	113	100.0	131475	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	45	39.8	78582	59.8
1 ANOTHER PAID DAY OFF	42	37.2	16908	12.9
2 ANOTHER DAY'S PAY	5	4.4	11100	8.4
3 1 OR 2	20	17.7	24705	18.8
4 NOT GRANTED	1	0.9	180	0.1
TOTAL	113	100.0	131475	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	58	51.3	78404	59.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	2.7	2876	2.2
2 ONE WEEK AFTER 6 MONTHS	4	3.5	848	0.6
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	35	31.0	34160	26.0
4 OTHER	13	11.5	15187	11.6
TOTAL	113	100.0	131475	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	2.7	9975	7.6
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	9	8.0	15970	12.1
3 FOUR WEEKS	7	6.2	4701	3.6
4 FIVE WEEKS	23	20.4	14877	11.3
5 SIX WEEKS	38	33.6	27174	20.7
6 SEVEN WEEKS	25	22.1	52567	40.0
7 EIGHT WEEKS	3	2.7	1490	1.1
8 OTHER	5	4.4	4721	3.6
TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	5	4.4	12351	9.4
1 MINIMUM GREATER THAN THREE WEEKS	1	0.9	450	0.3
2 ONE YEAR OF SERVICE	20	17.7	20036	15.2
3 TWO YEARS	32	28.3	63238	48.1
4 THREE YEARS	35	31.0	26411	20.1
5 FOUR YEARS	10	8.8	5442	4.1
6 FIVE YEARS	8	7.1	2592	2.0
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	0.9	750	0.6
9 OTHER	1	0.9	205	0.2
TOTAL	113	100.0	131475	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	13.3	28392	21.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	1	0.9	1750	1.3
3 THREE YEARS	1	0.9	950	0.7
4 FOUR YEARS	1	0.9	200	0.2
5 FIVE YEARS	5	4.4	1076	0.8
6 SIX YEARS	7	6.2	1911	1.5
7 SEVEN YEARS	26	23.0	56776	43.2
8 EIGHT YEARS	23	20.4	15210	11.6
9 NINE YEARS	10	8.8	4881	3.7
10 TEN YEARS	19	16.8	19102	14.5
11 ELEVEN YEARS	1	0.9	242	0.2
12 TWELVE YEARS	1	0.9	400	0.3
13 THIRTEEN YEARS	1	0.9	250	0.2
14 FOURTEEN YEARS	1	0.9	130	0.1
15 FIFTEEN YEARS	1	0.9	205	0.2
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	22	19.5	33093	25.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	1	0.9	950	0.7
10	TEN YEARS	7	6.2	2941	2.2
11	ELEVEN YEARS	3	2.7	499	0.4
12	TWELVE YEARS	2	1.8	298	0.2
13	THIRTEEN YEARS	5	4.4	5745	4.4
14	FOURTEEN YEARS	10	8.8	3214	2.4
15	FIFTEEN YEARS	30	26.5	47832	36.4
16	SIXTEEN YEARS	4	3.5	3393	2.6
17	SEVENTEEN YEARS	4	3.5	2873	2.2
18	EIGHTEEN YEARS	10	8.8	5367	4.1
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	13	11.5	24935	19.0
21	TWENTY-ONE YEARS	1	0.9	205	0.2
22	TWENTY-TWO YEARS	-	-	-	-
23	TWENTY-THREE YEARS	-	-	-	-
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	1	0.9	130	0.1
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	-	-	-	-
	TOTAL	113	100.0	131475	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	47	41.6	50170	38.2
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	1	0.9	200	0.2
16	SIXTEEN YEARS	2	1.8	304	0.2
17	SEVENTEEN YEARS	2	1.8	310	0.2
18	EIGHTEEN YEARS	8	7.1	7711	5.9
19	NINETEEN YEARS	1	0.9	100	0.1
20	TWENTY YEARS	12	10.6	4824	3.7
21	TWENTY-ONE YEARS	2	1.8	380	0.3
22	TWENTY-TWO YEARS	4	3.5	1315	1.0
23	TWENTY-THREE YEARS	3	2.7	611	0.5
24	TWENTY-FOUR YEARS	10	8.8	41190	31.3
25	TWENTY-FIVE YEARS	9	8.0	14954	11.4
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	3	2.7	3200	2.4
28	TWENTY-EIGHT YEARS	5	4.4	4405	3.4
29	TWENTY-NINE YEARS	-	-	-	-
30	THIRTY YEARS	4	3.5	1801	1.4
	TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
0	NO PROVISION	86	76.1	77699	59.1
1	ONE YEAR OF SERVICE	-	-	-	-
2	TWO YEARS	-	-	-	-
3	THREE YEARS	-	-	-	-
4	FOUR YEARS	-	-	-	-
5	FIVE YEARS	-	-	-	-
6	SIX YEARS	-	-	-	-
7	SEVEN YEARS	-	-	-	-
8	EIGHT YEARS	-	-	-	-
9	NINE YEARS	-	-	-	-
10	TEN YEARS	-	-	-	-
11	ELEVEN YEARS	-	-	-	-
12	TWELVE YEARS	-	-	-	-
13	THIRTEEN YEARS	-	-	-	-
14	FOURTEEN YEARS	-	-	-	-
15	FIFTEEN YEARS	-	-	-	-
16	SIXTEEN YEARS	-	-	-	-
17	SEVENTEEN YEARS	-	-	-	-
18	EIGHTEEN YEARS	-	-	-	-
19	NINETEEN YEARS	-	-	-	-
20	TWENTY YEARS	1	0.9	1750	1.3
21	TWENTY-ONE YEARS	-	-	-	-
22	TWENTY-TWO YEARS	1	0.9	130	0.1
23	TWENTY-THREE YEARS	3	2.7	4794	3.6
24	TWENTY-FOUR YEARS	-	-	-	-
25	TWENTY-FIVE YEARS	5	4.4	3391	2.6
26	TWENTY-SIX YEARS	-	-	-	-
27	TWENTY-SEVEN YEARS	-	-	-	-
28	TWENTY-EIGHT YEARS	-	-	-	-
29	TWENTY-NINE YEARS	4	3.5	1561	1.2
30	THIRTY YEARS	12	10.6	41897	31.9
31	THIRTY-ONE YEARS	111	98.2	130905	99.6
32	THIRTY-TWO YEARS	-	-	-	-
33	THIRTY-THREE YEARS	2	1.8	633	0.5
34	THIRTY-FOUR YEARS	-	-	-	-
35	THIRTY-FIVE OR MORE YEARS	-	-	-	-
	TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	111	98.2	130905	99.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	2	1.8	633	0.5
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	0.9	190	0.1
31 THIRTY-ONE YEARS	4	3.5	5844	4.4
32 THIRTY-TWO YEARS	15	13.3	18650	14.2
33 THIRTY-THREE YEARS	55	48.7	52091	39.6
34 THIRTY-FOUR YEARS	37	32.7	53190	40.5
35 THIRTY-FIVE YEARS	2	1.8	1700	1.3
36 THIRTY-SIX YEARS	-	-	-	-
37 THIRTY-SEVEN YEARS	-	-	-	-
38 THIRTY-EIGHT YEARS	-	-	-	-
39 THIRTY-NINE YEARS	-	-	-	-
40 FORTY OR MORE YEARS	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	4	3.5	5844	4.4
1 REGULAR PAY	15	13.3	18650	14.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	55	48.7	52091	39.6
3 1 OR 2, WHICHEVER IS GREATER	37	32.7	53190	40.5
4 OTHER	2	1.8	1700	1.3
TOTAL	113	100.0	131475	100.0

FIELD 10-10 VACATION CARRY-OVER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	71	62.8	93374	71.0
1 WITH LIMITATIONS	15	13.3	16336	12.4
2 WITHOUT LIMITATIONS	2	1.8	311	0.2
3 NOT ALLOWED	22	19.5	19390	14.7
4 OTHER	3	2.7	2064	1.6
TOTAL	113	100.0	131475	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	90	79.6	114884	87.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	1.8	350	0.3
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	18	15.9	15468	11.8
3 OTHER	3	2.7	773	0.6
TOTAL	113	100.0	131475	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	8	7.1	12225	9.3
1 ONE DAY	1	0.9	380	0.3
2 TWO DAYS	2	1.8	422	0.3
3 THREE DAYS	76	67.3	80890	61.5
4 FOUR DAYS	4	3.5	1587	1.2
5 FIVE DAYS	4	3.5	5033	3.8
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	13	11.5	16277	12.4
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.8	9205	7.0
8 OTHER	3	2.7	5456	4.1
TOTAL	113	100.0	131475	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	15	13.3	28805	21.9
1 PROVISION FOR FULL REGULAR PAY	95	84.1	101585	77.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	3	2.7	1085	0.8
TOTAL	113	100.0	131475	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	22	19.5	30688	23.3
1 PAID LEAVE	3	2.7	519	0.4
2 UNPAID LEAVE	66	58.4	69511	52.9
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	14	12.4	3156	2.4
4 OTHER	8	7.1	27601	21.0
TOTAL	113	100.0	131475	100.0

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	110	97.3	119575	90.9
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.9	11000	8.4
2 ONE DAY	1	0.9	450	0.3
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	1	0.9	450	0.3
TOTAL	113	100.0	131475	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	100	88.5	115642	88.0
1 ONE MONTHS' SERVICE	2	1.8	550	0.4
2 TWO TO SIX MONTHS' SERVICE	2	1.8	450	0.3
3 MORE THAN SIX MONTHS	2	1.8	275	0.2
4 OTHER	7	6.2	14558	11.1
TOTAL	113	100.0	131475	100.0

PRIVATE SECTOR

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	51	45.1	52590	40.0
1 17 WEEKS	3	2.7	1895	1.4
2 18 WEEKS	17	15.0	18839	14.3
3 19 - 25 WEEKS	10	8.8	6223	4.7
4 26 WEEKS	5	4.4	1546	1.2
5 27 - 52 WEEKS	7	6.2	4460	3.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	10	8.8	30115	22.9
8 OTHER	10	8.8	15807	12.0
TOTAL	113	100.0	131475	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	111	98.2	131170	99.8
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	0.9	145	0.1
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	0.9	160	0.1
TOTAL	113	100.0	131475	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	77	68.1	99212	75.5
1 SENIORITY RETAINED	7	6.2	6502	4.9
2 SENIORITY ACCUMULATED	19	16.8	22655	17.2
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	8	7.1	2256	1.7
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	2	1.8	850	0.6
TOTAL	113	100.0	131475	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	105	92.9	129557	98.5
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	4	3.5	1122	0.9
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	0.9	105	0.1
5 FOUR DAYS	1	0.9	145	0.1
6 FIVE DAYS	-	-	-	-
7 OTHER	2	1.8	546	0.4
TOTAL	113	100.0	131475	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	104	92.0	125014	95.1
1 PAID LEAVE	1	0.9	450	0.3
2 UNPAID LEAVE	8	7.1	6011	4.6
3 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	83	73.5	65986	50.2
1 LEAVE WITH FULL PAY	11	9.7	17211	13.1
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	14	12.4	44852	34.1
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	0.9	1071	0.8
5 OTHER	4	3.5	2355	1.8
TOTAL	113	100.0	131475	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	106	93.8	119234	90.7
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	2	1.8	500	0.4
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	0.9	11000	8.4
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	2	1.8	346	0.3
7 OTHER	2	1.8	395	0.3
TOTAL	113	100.0	131475	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	55	48.7	67401	51.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	5	4.4	2821	2.1
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	20	17.7	20974	16.0
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	7	6.2	6467	4.9
4 MENTIONED BUT NOT SPECIFIED	4	3.5	1744	1.3
5 OTHER	22	19.5	32068	24.4
TOTAL	113	100.0	131475	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	21	18.6	21901	16.7
1 PROVISION	92	81.4	109574	83.3
TOTAL	113	100.0	131475	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	2.7	1320	1.0
1 HEALTH AND WELFARE FUND	32	28.3	41332	31.4
2 SERIES OF PLANS	77	68.1	84323	64.1
3 OTHER	1	0.9	4500	3.4
TOTAL	113	100.0	131475	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	44	38.9	52078	39.6
1 IMMEDIATELY ON BEING EMPLOYED	6	5.3	3410	2.6
2 ONE MONTH	8	7.1	18025	13.7
3 THREE MONTHS	6	5.3	2400	1.8
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	35	31.0	46994	35.7
7 OTHER	14	12.4	8568	6.5
TOTAL	113	100.0	131475	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	NO HEALTH AND WELFARE FUND	79	69.9	89943	68.4
1	LESS THAN 20 CENTS PER HOUR	-	-	-	-
2	20 - 29 CENTS PER HOUR	4	3.5	3302	2.5
3	30 - 39 CENTS PER HOUR	-	-	-	-
4	40 - 49 CENTS PER HOUR	2	1.8	2790	2.1
5	50 - 74 CENTS PER HOUR	6	5.3	9302	7.1
6	75 CENTS - $1.00 PER HOUR	7	6.2	11325	8.6
7	MORE THAN $1.00 PER HOUR	8	7.1	13788	10.5
8	FUND MENTIONED BUT AMOUNT NOT SPECIFIED	5	4.4	765	0.6
9	OTHER	2	1.8	260	0.2
	TOTAL	113	100.0	131475	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	5	4.4	2563	1.9
1	100% OF PREMIUM	65	57.5	69941	53.2
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.7	3200	2.4
3	75% OF PREMIUM	2	1.8	11193	8.5
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.4	2207	1.7
5	50% OF PREMIUM	6	5.3	5381	4.1
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.8	255	0.2
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	21.2	36635	27.9
10	OTHER	1	0.9	100	0.1
	TOTAL	113	100.0	131475	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	10	8.8	8146	6.2
1	100% OF PREMIUM	64	56.6	69268	52.7
2	LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.7	3200	2.4
3	75% OF PREMIUM	2	1.8	11193	8.5
4	LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.4	2207	1.7
5	50% OF PREMIUM	2	1.8	326	0.2
6	LESS THAN 50% OF PREMIUM	-	-	-	-
7	FLAT AMOUNT	-	-	-	-
8	PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.8	250	0.2
9	HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	21.2	36635	27.9
10	OTHER	1	0.9	250	0.2
	TOTAL	113	100.0	131475	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0	PLAN NOT MENTIONED IN AGREEMENT	31	27.4	40500	30.8
1	FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	9	8.0	4034	3.1
2	GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	0.9	196	0.1
3	ALLOWANCE PER DISABILITY	-	-	-	-
4	FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5	WEEKLY INDEMNITY PLAN	54	47.8	77751	59.1
6	BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	18	15.9	8994	6.8
7	OTHER	-	-	-	-
	TOTAL	113	100.0	131475	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	84	74.3	118141	89.9
1 ONE TO SIX DAYS	15	13.3	8577	6.5
2 SEVEN TO TWELVE DAYS	8	7.1	2357	1.8
3 THIRTEEN TO FIFTEEN DAYS	3	2.7	541	0.4
4 SIXTEEN TO EIGHTEEN DAYS	1	0.9	193	0.1
5 NINETEEN OR MORE DAYS	1	0.9	166	0.1
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	1	0.9	1500	1.1
TOTAL	113	100.0	131475	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	92	81.4	119637	91.0
1 30 DAYS OR LESS	12	10.6	4832	3.7
2 31 TO 90 DAYS	4	3.5	6100	4.6
3 91 TO 120 DAYS	1	0.9	145	0.1
4 121 TO 150 DAYS	1	0.9	193	0.1
5 151 TO 200 DAYS	2	1.8	362	0.3
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	0.9	206	0.2
9 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	101	89.4	122141	92.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	2	1.8	1706	1.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	1.8	1038	0.8
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	0.9	110	0.1
4 COMBINATION	6	5.3	6284	4.8
5 OTHER	1	0.9	196	0.1
TOTAL	113	100.0	131475	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	38	33.6	50995	38.8
1 100% OF PREMIUM	43	38.1	50637	38.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.9	590	0.4
3 75% OF PREMIUM	1	0.9	200	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	9	8.0	14518	11.0
5 50% OF PREMIUM	2	1.8	605	0.5
6 LESS THAN 50% OF PREMIUM	1	0.9	130	0.1
7 FLAT AMOUNT	1	0.9	425	0.3
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	12.4	12665	9.6
9 OTHER	3	2.7	710	0.5
TOTAL	113	100.0	131475	100.0

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	34	30.1	39219	29.8
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	2	1.8	367	0.3
3 26 WEEKS	17	15.0	11923	9.1
4 39 WEEKS	-	-	-	-
5 52 WEEKS	27	23.9	49024	37.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	10	8.8	14979	11.4
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	16.8	15067	11.5
8 OTHER	4	3.5	896	0.7
TOTAL	113	100.0	131475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	33	29.2	39099	29.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	2	1.8	336	0.3
4 MORE THAN $200 PER WEEK	31	27.4	38559	29.3
5 PERCENTAGE OF EARNINGS	20	17.7	13411	10.2
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	1.8	330	0.3
7 VARIES ACCORDING TO EARNINGS	9	8.0	24836	18.9
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	14	12.4	13581	10.3
9 OTHER	2	1.8	1323	1.0
TOTAL	113	100.0	131475	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	60	53.1	68808	52.3
1 PROVISION	53	46.9	62667	47.7
TOTAL	113	100.0	131475	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	10	8.8	9104	6.9
1 100% OF PREMIUM	63	55.8	67817	51.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	1.8	393	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.4	2207	1.7
5 50% OF PREMIUM	2	1.8	271	0.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	6.2	15048	11.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	21.2	36635	27.9
9 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	11	9.7	11804	9.0
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	5	4.4	1986	1.5
3 $10,001 TO $15,000	3	2.7	827	0.6
4 $15,001 TO $20,000	10	8.8	3175	2.4
5 MORE THAN $20,000	33	29.2	44751	34.0
6 VARIES ACCORDING TO EARNINGS	16	14.2	15815	12.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	7	6.2	15188	11.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	23.0	37570	28.6
9 OTHER	2	1.8	359	0.3
TOTAL	113	100.0	131475	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	35	31.0	35798	27.2
1 100% OF PREMIUM	46	40.7	55700	42.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	0.9	200	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.4	2207	1.7
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	23.0	37570	28.6
10 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	35	31.0	35798	27.2
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	4	3.5	1856	1.4
3 $10,001 TO $15,000	2	1.8	327	0.2
4 $15,001 TO $20,000	10	8.8	3324	2.5
5 MORE THAN $20,000	25	22.1	38307	29.1
6 VARIES ACCORDING TO EARNINGS	10	8.8	14008	10.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	0.9	285	0.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	26	23.0	37570	28.6
9 OTHER	-	-	-	-
TOTAL	113	100.0	131475	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	8	7.1	8151	6.2
1 100% OF PREMIUM	62	54.9	78515	59.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	3.5	3300	2.5
3 75% OF PREMIUM	4	3.5	1752	1.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.4	2207	1.7
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.8	255	0.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	20.4	36135	27.5
9 OTHER	5	4.4	1160	0.9
TOTAL	113	100.0	131475	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	8	7.1	15243	11.6
1 BASIC (A)	1	0.9	160	0.1
2 BASIC AND EXTENDED (A AND B)	19	16.8	8926	6.8
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	51	45.1	73956	56.3
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	7.1	3315	2.5
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	21.2	29425	22.4
7 OTHER	2	1.8	450	0.3
TOTAL	113	100.0	131475	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	25	22.1	14483	11.0
1 PROVISION	88	77.9	116992	89.0
TOTAL	113	100.0	131475	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	47	41.6	46540	35.4
1 UNION	21	18.6	21293	16.2
2 MANAGEMENT	16	14.2	8330	6.3
3 JOINT UNION MANAGEMENT ADMINISTRATION	17	15.0	30125	22.9
4 ADMINISTERED BY SEPARATE TRUSTEES	5	4.4	13488	10.3
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	2.7	839	0.6
6 OTHER	4	3.5	10860	8.3
TOTAL	113	100.0	131475	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	76	67.3	111094	84.5
1 PROVISION	37	32.7	20381	15.5
TOTAL	113	100.0	131475	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	7	6.2	21693	16.5
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	20	17.7	6283	4.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	37	32.7	36503	27.8
4 BY UNION REPRESENTATIVE	20	17.7	36014	27.4
5 BY GRIEVANCE COMMITTEE	9	8.0	14066	10.7
6 BY WRITTEN NOTICE	14	12.4	9841	7.5
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	4	3.5	2375	1.8
8 OTHER	2	1.8	4700	3.6
TOTAL	113	100.0	131475	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	19	16.8	12152	9.2
1 72 HOURS OR LESS	4	3.5	1555	1.2
2 FIVE DAYS	13	11.5	6420	4.9
3 ONE WEEK	9	8.0	6707	5.1
4 TEN DAYS	21	18.6	20280	15.4
5 TWO WEEKS	8	7.1	28615	21.8
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	16	14.2	30383	23.1
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	11	9.7	4960	3.8
10 OTHER	12	10.6	20403	15.5
TOTAL	113	100.0	131475	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	71	62.8	101278	77.0
1 PROVISION	42	37.2	30197	23.0
TOTAL	113	100.0	131475	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	108	95.6	130251	99.1
1 PROVISION	5	4.4	1224	0.9
TOTAL	113	100.0	131475	100.0
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	83	73.5	120551	91.7
1 PROVISION	30	26.5	10924	8.3
TOTAL	113	100.0	131475	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	87	77.0	111324	84.7
1 PROVISION	26	23.0	20151	15.3
TOTAL	113	100.0	131475	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 AS REQUIRED BY LEGISLATION	4	3.5	7410	5.6
1 SINGLE ARBITRATOR	28	24.8	36294	27.6
2 PERMANENT UMPIRE (NAMED)	3	2.7	2359	1.8
3 TRIPARTITE BOARD	47	41.6	50513	38.4
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	29	25.7	23549	17.9
6 OTHER	2	1.8	11350	8.6
TOTAL	113	100.0	131475	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NOT PROHIBITED (OR NO MENTION)	90	79.6	109693	83.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	23	20.4	21782	16.6
TOTAL	113	100.0	131475	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	91	80.5	104971	79.8
1 PROVISION	22	19.5	26504	20.2
TOTAL	113	100.0	131475	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	27	23.9	25917	19.7
1 JOINT SAFETY COMMITTEE	84	74.3	105058	79.9
2 OTHER	2	1.8	500	0.4
TOTAL	113	100.0	131475	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO SAFETY COMMITTEE PROVISION	28	24.8	26217	19.9
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	49	43.4	62468	47.5
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	0.9	145	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.9	180	0.1
4 RIGHT TO UNDERTAKE INSPECTIONS	14	12.4	11500	8.7
5 COMBINATION OF 2 AND 3	1	0.9	236	0.2
6 COMBINATION OF 2 AND 4	4	3.5	4122	3.1
7 COMBINATION OF 2, 3 AND 4	8	7.1	5194	4.0
8 OTHER	7	6.2	21413	16.3
TOTAL	113	100.0	131475	100.0

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO SAFETY COMMITTEE PROVISION	30	26.5	26847	20.4
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	59	52.2	62939	47.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	24	21.2	41689	31.7
TOTAL	113	100.0	131475	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	27	23.9	46992	35.7
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	62	54.9	57910	44.0
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	5	4.4	2339	1.8
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	5	4.4	2363	1.8
4 OTHER	14	12.4	21871	16.6
TOTAL	113	100.0	131475	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	71	62.8	97976	74.5
1 PROVISION	42	37.2	33499	25.5
TOTAL	113	100.0	131475	100.0

FIELD 14-06 VIDEO DIPSLAY TERMINALS

0 NO PROVISION	105	92.9	128517	97.8
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	5	4.4	1375	1.0
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	0.9	312	0.2
4 OTHER	2	1.8	1271	1.0
TOTAL	113	100.0	131475	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

0 NO PROVISION	100	88.5	120196	91.4
1 PROVISION	13	11.5	11279	8.6
TOTAL	113	100.0	131475	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

0 NO PROVISION	63	55.8	50942	38.7
1 PROVISION	50	44.2	80533	61.3
TOTAL	113	100.0	131475	100.0

FIELD 15-02 SEXUAL HARASSMENT

0 NO PROVISION	98	86.7	112994	85.9
1 POLICY STATEMENT ONLY	9	8.0	15643	11.9
2 POLICY AND/OR COMPLAINT PROCEDURE	6	5.3	2838	2.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	113	100.0	131475	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

0 NO PROVISION	112	99.1	131125	99.7
1 PROVISION	1	0.9	350	0.3
TOTAL	113	100.0	131475	100.0

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION	90	79.6	63555	48.3
1 PROVISION	23	20.4	67920	51.7
TOTAL	113	100.0	131475	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION	105	92.9	116922	88.9
1 PROVISION	8	7.1	14553	11.1
TOTAL	113	100.0	131475	100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	46	40.7	71424	54.3
1 PROVISION	67	59.3	60051	45.7
TOTAL	113	100.0	131475	100.0

FIELD 15-07 TOOL ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	40	35.4	37926	28.8
1 PROVISION	73	64.6	93549	71.2
TOTAL	113	100.0	131475	100.0

APPENDIX

AGREEMENTS SURVEYED

EMPLOYER	UNION
MINING	
BYRON CREEK COLLIERIES	MINE WORKERS, LOCAL 7292
CASSIAR MINES	STEELWORKERS, LOCAL 6536
COMINCO - KIMBERLEY	STEELWORKERS, LOCAL 9672
FORDING COAL	STEELWORKERS, LOCAL 7884
HIGHLAND VALLEY COPPER	STEELWORKERS, LOCAL 7619
MACLAREN FOREST PRODUCTS	STEELWORKERS, LOCAL 898
QUINTETTE COAL	STEELWORKERS, LOCAL 9113
UTAH MINES (ISLAND COPPER)	OPERATING ENGINEERS, LOCAL 115
WESTAR MINING	MINE WORKERS, LOCAL 7292
MANUFACTURING	
FOOD & BEVERAGE	
BREWERY EMPLOYERS LABOUR REL. ASSN.	BREWERY WORKERS, LOCAL 300 & 308
CANADA PACKERS	FOOD & COMMERCIAL WORKERS, LOCAL 162
FISH PROCESSORS BARGAINING ASSN.	NATIVE BROTHERHOOD (CANNERY)
FISH PROCESSORS BARGAINING ASSN.	UFAWU, (CANNERY)
FISH PROCESSORS BARGAINING ASSN.	UFAWU, (FRESH FISH COLD STORAGE)
FISH PROCESSORS BARGAINING ASSN.	UFAWU (ROE HERRING)
FLETCHER'S FINE FOODS	FOOD & COMMERCIAL WORKERS, LOCAL 283
BERRYLAND FOODS - FRASER VALLEY FOODS	FOOD & COMMERCIAL WORKERS, LOCAL 430
FRASER VALLEY MILK PRODUCERS	MACHINISTS, LODGE 1857
FRASER VALLEY MUSHROOM GROWERS	RETAIL WHOLESALE, LOCAL 580
INTERCONTINENTAL PACKERS	FOOD & COMMERCIAL WORKERS, LOCAL 472
LILYDALE COOPERATIVE	FOOD & COMMERCIAL WORKERS, LOCAL 472
NALLEYS CANADA CHIP & DRESSING	TEAMSTERS, LOCAL 213
ROYAL CITY FOODS	RETAIL WHOLESALE, LOCAL 580
SUNRISE POULTRY	FOOD & SERVICE WORKERS, LOCAL 10
SUN-RYPE PRODUCTS	TEAMSTERS, LOCAL 213
VANCOUVER POLY-PARTY DAIRY AGREEMENT	TEAMSTERS, LOCAL 464
VENICE BAKERY	CLAC
VICTORIA DAIRIES	TEAMSTERS, LOCAL 464
WOMETCO	TEAMSTERS, LOCAL 213

WOOD PRODUCTS

CONIFER	IWA, SEVERAL LOCALS
FOREST INDUSTRIAL RELATIONS	IWA, SEVERAL LOCALS
HOUSTON & BABINE FOREST PRODUCTS	IWA, LOCAL 1-424
INTERIOR FOREST LABOUR RELATIONS	IWA, LOCALS 1-405, 1-417, 1-423
NORTHWOOD PULP & TIMBER	IWA, LOCAL 1-424
WELDWOOD OF CANADA	IWA, LOCAL 1-424
WEST FRASER MILLS PACIFIC INLAND	NORTHERN INTERIOR WOODWORKERS
WESTAR TIMBER (HAZELTON)	CPU, LOCAL 404

PAPER & ALLIED

BELKIN PAPERBOARD	CPU, LOCAL 1129
ISLAND PAPER MILLS	CPU, LOCAL 789
PULP & PAPER INDUSTRIAL RELATIONS	CPU
PULP & PAPER INDUSTRIAL RELATIONS	PPWC
SCOTT PAPER	CPU

PRINTING & PUBLISHING

B. C. LITHOGRAPHERS ASSN.	GRAPHIC COMMUNICATIONS, LOCAL 525
CANADIAN NEWSPAPERS (TIMES-COLONIST)	NEWSPAPER GUILD, LOCAL 223

METALS

ALCAN SMELTERS & CHEMICALS	CASAW, LOCAL 1
COMINCO - TRAIL, KIMBERLEY	STEELWORKERS, LOCAL 480, 651 & 8320
COMINCO - TRAIL	STEELWORKERS, LOCAL 9705
METAL INDUSTRIES ASSOCIATION - FABRICATORS	STEELWORKERS, VARIOUS LOCALS
METAL INDUSTRIES ASSOCIATION	IRONWORKERS, LOCAL 712
TREE ISLAND STEEL	TEAMSTERS, LOCAL 213
WEISER LOCK	CAIMAW, LOCAL 20

MACHINERY

METAL INDUSTRIES - KOCKUMS	CAIMAW, LOCAL 16
METAL INDUSTRIES - EQUIPMENT CO.	OPERATING ENGINEERS, LOCAL 115

TRANSPORTATION EQUIPMENT

ALLIED SHIPBUILDERS	SHIPYARD WORKERS, LOCAL 1
BEL-AIRE SHIPYARD	MARINE WORKERS, LOCAL 1
B. C. MARINE SHIPBUILDERS	SHIPYARD WORKERS
FINNING TRACTOR	MACHINISTS, LODGE 692
GENSTAR	CARPENTERS 506, IBEW 213, PLUMBERS 170, MACHINISTS 1857
VERSATILE PACIFIC SHIPYARDS	MULTI UNION VANCOUVER
VERSATILE PACIFIC SHIPYARDS	MULTI UNION VICTORIA
WESTERN STAR TRUCKS	MACHINISTS, LODGE 2710

ELECTRICAL PRODUCTS

MICROTEL	IBEW, LOCAL 264
PHILLIPS CABLES	TEAMSTERS, LOCAL 213

MISCELLANEOUS MANUFACTURING

BUILDING SUPPLY AGREEMENT	TEAMSTERS, LOCAL 213
CAPITAL PLASTICS	CPU, LOCAL 433
CONSUMERS GLASS	TEAMSTERS, 213
CRANE CANADA (B. C. POTTERY)	PLUMBERS, LOCAL 170
FIBERGLASS CANADA	ECW, LOCAL 42
JONES TENT & AWNING	GARMENT WORKERS, LOCAL 483
MR. JAX FASHIONS	CLOTHING WORKERS, LOCAL 178

CONSTRUCTION

C.L.R.A. STANDARD AGREEMENT	BRICKLAYERS, LOCAL 1
C.L.R.A. STANDARD AGREEMENT	CARPENTERS, SEVERAL LOCALS
C.L.R.A. STANDARD AGREEMENT	LABOURERS, 4 LOCALS
C.L.R.A.	PAINTERS, 4 LOCALS (BRUSH PAINT)
C.L.R.A.	PLUMBERS, LOCAL 170
C.L.R.A.	PLUMBERS, LOCAL 516
C.L.R.A.	SHEET METAL WORKERS, LOCAL 276 (ROOF)
C.L.R.A. STANDARD AGREEMENT	SHEET METAL WORKERS, LOCAL 280

TRANSPORTATION, COMMUNICATION & OTHER UTILITIES

ALLTRANS EXPRESS	TEAMSTERS, LOCAL 31
ANNACIS AUTO TERMINALS	TEAMSTERS, LOCAL 213
ARROW BULK CARRIERS	TEAMSTERS, LOCAL 213
B. C. FERRY CORPORATION	B. C. FERRY & MARINE WORKERS UNION
B. C. TRANSIT	ICTU, LOCALS 1, 2 & 3
C. P. AIRLINES - ACCOUNTING	MACHINISTS, LODGE 764
COUNCIL OF MARINE CARRIERS	CBRT, LOCAL 400
COUNCIL OF MARINE CARRIERS	SEAFARERS
COUNCIL OF MARINE CARRIERS	CANADIAN MERCHANT SERVICE GUILD
DOLPHIN DELIVERY	CBRT, LOCAL 100
IMPERIAL PARKING	LABOURERS, LOCAL 602
MACDONALD'S CONSOLIDATED	RETAIL WHOLESALE, LOCAL 580
WATERFRONT FOREMEN EMPLOYERS ASSN.	LONGSHOREMEN, LOCAL 514

COMMUNICATION & UTILITIES

B. C. HYDRO	IBEW, LOCAL 758
B. C. HYDRO	OTEU, LOCAL 378
B. C. TELEPHONE	TELECOMMUNICATIONS
B. C. T. V. BROADCASTING CHAN TV	NABET, LOCAL 814
B. C. T. V. CHEK TV	NABET, LOCAL 815
INLAND NATURAL GAS	OTEU, LOCAL 378
LAIDLAW WASTE SYSTEMS	SERVICE EMPLOYEES, LOCAL 244

TRADE, FINANCE AND REAL ESTATE

TRADE

CANADA SAFEWAY	FOOD & COMMERCIAL WORKERS, LOCAL 1518
EATON'S	EATON'S EMPLOYEES ASSOCIATION
IKEA	TEAMSTERS, LOCAL 213
OKANAGAN FEDERATED SHIPPERS	FOOD & COMMERCIAL WORKERS, LOCAL 2000
VANCOUVER MOTOR DEALERS	MACHINISTS, LODGE 1857
WILLIAMS & MACKIE	FOOD & COMMERCIAL WORKERS, LOCAL 1518

FINANCE, INSURANCE & REAL ESTATE

B. C. ASSESSMENT AUTHORITY	CUPE, LOCAL 1767
B. C. BUILDINGS CORPORATION	BCGEU
C. U. & C. HEALTH SERVICES SOCIETY	OTEU, LOCAL 15
INSURANCE CORPORATION OF B. C.	OTEU, LOCAL 378
MEDICAL SERVICES ASSOCIATION	CUPE, LOCAL 1816
WORKERS' COMPENSATION BOARD	WCB EMPLOYEES UNION

COMMUNITY, BUSINESS AND PERSONAL SERVICES

EDUCATION SERVICES

CAPILANO COLLEGE	CUE
CARIBOO COLLEGE	CARIBOO COLLEGE FACULTY
KWANTLEN COLLEGE	BCGEU, LOCAL 59
SCHOOL DISTRICT #13, ET AL OKANAGAN	CUPE, LOCAL 523
SCHOOL DISTRICT #27, CHILCOTIN	OPERATING ENGINEERS, LOCAL 115
SCHOOL DISTRICT #33, CHILLIWACK	CUPE, LOCAL 411
SCHOOL DISTRICT #34, ABBOTSFORD	TEAMSTERS,LOCAL 31
SCHOOL DISTRICT #37, DELTA	CUPE, LOCAL 1091
SCHOOL DISTRICT #38, RICHMOND	CUPE, LOCAL 716
SCHOOL DISTRICT #39, VANCOUVER	VMREU
SCHOOL DISTRICT #40, NEW WESTMINSTER	CUPE, LOCAL 409
SCHOOL DISTRICT #41, BURNABY	CUPE, LOCAL 379
SCHOOL DISTRICT #42, MAPLE RIDGE	CUPE, LOCAL 703
SCHOOL DISTRICT #43, COQUITLAM	CUPE, LOCAL 561
SCHOOL DISTRICT #52, PRINCE RUPERT	OPERATING ENGINEERS, LOCAL 882
SCHOOL DISTRICT #62, SOOKE	CUPE, LOCAL 459
SCHOOL DISTRICT #63, SAANICH	CUPE, LOCAL 441
SCHOOL DISTRICT #68, NANAIMO	CUPE, LOCAL 606
SCHOOL DISTRICT #70, ALBERNI	CUPE, LOCAL 727
SCHOOL DISTRICT #71, COURTENAY	CUPE, LOCAL 439
SCHOOL DISTRICT #72, CAMPBELL RIVER	CUPE, LOCAL 723
SELKIRK COLLEGE	PPWC, LOCAL 26
SIMON FRASER UNIVERSITY	AUCE, LOCAL 2
SIMON FRASER UNIVERSITY	AUCE, LOCAL 6
UNIVERSITY OF VICTORIA	CUPE, LOCAL 917
UNIVERSITY OF VICTORIA	CUPE, LOCAL 951
VANCOUVER PUBLIC LIBRARY BOARD	CUPE, LOCAL 391

HEALTH & WELFARE SERVICES

EMERGENCY HEALTH SERVICES COMMISSION	CUPE, LOCAL 873
H.L.R.A.	BCNU
HEALTH LABOUR RELATIONS ASSN.	HEU,LOCAL 180
H.L.R.A.	HSA

ACCOMMODATION & FOOD

B. C. HOTELS	BCGEU
B. C. HOTELS ASSN. - B. C. AGREEMENT	HOTEL & RESTAURANT, LOCAL 40
C. P. HOTELS - EMPRESS	CBRT, LOCAL 276
GREATER VANCOUVER HOTEL EMPLOYERS - BIG 8	HOTEL & RESTAURANT, LOCAL 40
WHITE SPOT ERNIE'S FINE FOODS	FOOD & SERVICE WORKERS, LOCAL 12
WHITE SPOT RESTAURANTS	FOOD & SERVICE WORKERS,LOCAL 12

MISCELLANEOUS SERVICES

B. C. JOCKEY CLUB	WEST COAST RACE TRACK EMPS. ASSN.
B. C. PAVILION CORPORATION	BCGEU
B. C. SYSTEMS	BCGEU
CANADIAN SECURITY SERVICES	LABOURERS, LOCAL 105
KOMPLEAT JANITORIAL	SERVICE EMPLOYEES, LOCAL 244
PINKERTONS OF CANADA	TEAMSTERS, LOCAL 213

PUBLIC ADMINISTRATION

PROVINCIAL GOVERNMENT

GOVERNMENT OF BRITISH COLUMBIA	BCGEU
GOVERNMENT OF BRITISH COLUMBIA	PROFESSIONAL EMPLOYEES ASSN.

MUNICIPAL, LOCAL & REGIONAL GOVERNMENT

CORPORATION OF DELTA	CUPE, LOCAL 454
GVLRA - CITY OF VICTORIA	CUPE, LOCAL 50
DISTRICT OF KITIMAT	CUPE, LOCAL 707
TOWNSHIP OF LANGLEY	CUPE, LOCAL 402
MIPEA - REGIONAL DISTRICT OF NANAIMO	CUPE, LOCAL 401
DISTRICT OF MISSION	CUPE, LOCAL 1267
MIPEA - CITY OF NANAIMO	CUPE, LOCAL 401
CITY OF VANCOUVER	CUPE, LOCAL 389
DISTRICT OF NORTH VANCOUVER	CUPE, LOCAL 389
OMMLRA - CITY OF KELOWNA	CUPE, LOCAL 338
OMMLRA - CITY OF PENTICTON	CUPE, LOCAL 608
OMMLRA - CITY OF KAMLOOPS	CUPE, LOCAL 900
CITY OF PORT COQUITLAM	CUPE, LOCAL 498
DISTRICT OF POWELL RIVER	CUPE, LOCAL 798
CITY OF PRINCE GEORGE	CUPE, LOCALS 399 & 1048
CITY OF PRINCE RUPERT	CUPE, LOCAL 105
DISTRICT OF SURREY	CUPE, LOCAL 402
CITY OF VANCOUVER	CUPE, LOCAL 1004
CITY OF VANCOUVER	FIRE FIGHTERS, LOCAL 18
CITY OF VANCOUVER - PARKS & RECREATION	VMREU
VANCOUVER POLICE BOARD	VANCOUVER POLICE UNION, LOCAL 1